DOCUMENT RESUME

ED 201 282 HE 013 761

AUTHOR	Garfin, Molly, Comp.
TITLE	Collective Bargaining in Higher Education. Bibliography No. 8-9.
INSTITUTION	City Univ. of New York, N.Y. Bernard Baruch Coll. National Center for the Study of Collective Bargaining in Higher Education and the Professions.
PUB DATE	Jan 81
NOTE	194p.
AVAILABLE FROM	NCSCBHE, Baruch College, CUNY, 17 Lexington Ave., Box 322, New York, NY 10010.
EDRS PRICE	MF01 Plus Postage. PC Not Available from EDRS.
DESCRIPTORS	*Collective Bargaining; College Administration; *College Faculty; Court Litigation; *Faculty College Relationship; Glossaries; Governance; *Higher Education; Information Sources; Legal Problems; *Legal Responsibility; Legislation; *Personnel Policy; Private Education; Public Agencies; Public Education
IDENTIFIERS	National Labor Relations Board; National Labor Relations Board v Yeshiva Univ; Public Employment Relations Board

ABSTRACT

This sixth in a series of regular bibliographies on faculty and non-faculty collective bargaining and related issues includes 852 references to monographs, chapters, periodical articles, research reports, unpublished reports, dissertations, speeches, and noteworthy judicial and administrative agency decisions. The topics covered include: academic freedom, accountability, administration, affirmative action, arbitration and arbitration awards, collective bargaining (Canada included), collegiality, community colleges, contracts and contract issues, court cases (Supreme Court and by state), department chairpersons, discipline and dismissal, discrimination, dispute resolution, due process, elections, evaluation, faculty attitudes and organizations, fiscal issues, fringe benefits, governance, government regulations, grievance procedures, health care institutions, legal issues, legislation (general and by state), academic librarians, long-range planning, management rights, National Labor Relations Board and decisions by state, non-faculty bargaining, part-time faculty, personnel actions, presidency, private institutions, Public Employment Relations Board decisions, public sector labor relations, retirement, retrenchment, salaries, scope of bargaining, strikes, student personnel professionals, students, teaching assistants, tenure, trustees, unit determination, women faculty, workload, and the Yeshiva decision. Newsworthy events for 1979 and 1980 are listed, and lists of bibliographies and resources and periodicals are appended. Author, title, and subject indexes are included. A bibliography is given of Elias Lierberman Library holdings, and a glossary of terms is provided. (MSE)

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

"PERMISSION TO REPRODUCE THIS MATERIAL IN MICROFICHE ONLY HAS BEEN GRANTED BY

NCSCBHE

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

ED201282

HE 013 761

Collective Bargaining in Higher Education

- FACULTY
- NON-FACULTY

Bibliography No. 8-9

with Author, Subject and Title Indexes

Compiled by Molly Gartin

January 1981

THE NATIONAL CENTER FOR
THE STUDY OF COLLECTIVE BARGAINING
IN HIGHER EDUCATION
AND THE PROFESSIONS

Baruch College–City University of New York

The National Center for the Study of Collective Bargaining in Higher Education and the Professions is an impartial, nonprofit educational institution serving as a clearinghouse and forum for those engaged in collective bargaining (and the related processes of grievance administration and arbitration) in colleges and universities and the professions. Operating on the campus of Baruch College, City University of New York, it addresses its research to scholars and practitioners in these fields. Membership consists of institutions and individuals from all regions of the U. S. and Canada. Activities are financed primarily by membership, conference and workshop fees, foundation grants, and income from various services and publications made available to members and the public. Inquiries for membership should be addressed to National Center for the Study of Collective Bargaining in Higher Education and the Professions, Baruch College, CUNY, 17 Lexington Avenue, Box 322, New York, New York 10010.

The bibliographic citations reported in this issue are accurate to the best of our knowledge. We apologize for any errors or omissions.

NATIONAL ADVISORY COMMITTEE

MAURICE C. BENEWITZ
Professor Emeritus
Baruch College

GERIE BLEDSOE
Director of Collective Bargaining
AAUP

NEIL S. BUCKLEW
Provost
Ohio University

MARGARET K. CHANDLER
Professor
Columbia University

D. FRANCIS FINN
Exec. Vice President
NACUBO

RICHARD HAZLEY
President
APSCUF

ROBERT D. HELSBY
Director
Public Employment Relations Services

THOMAS MANNIX
Dir., Collective Barg. Services
Univ. of California System

ROBERT MINER
Dir., Higher Education
National Education Assn.

BERNARD MINTZ
Exec. Asst. to President
Wm. Paterson College of New Jersey

CAESAR J. NAPLES
Assoc. Vice Chancellor
State University System, Florida

HAROLD R. NEWMAN
Chairman
New York State PERB

DAVID NEWTON
Vice Chancellor
Long Island University

IRWIN POLISHOOK
President, PSC
Vice President, AFT

DONALD SAVAGE
Exec. Director
CAUT, Canada

JOEL SEGALL
President
Baruch College, CUNY

ALBERT SHANKER
President, AFT
AFL-CIO

RICHARD E. WILSON
V.P. for Governmental Affairs
AACJC

JOEL M. DOUGLAS
Director, NCSCBHEP
Baruch College, CUNY

COLLECTIVE BARGAINING IN HIGHER EDUCATION

BIBLIOGRAPHY NO. 8-9 JANUARY, 1981

Compiled by
Molly Garfin

The National Center for the Study of
Collective Bargaining in Higher Education and the Professions
. Baruch College . CUNY
New York, N. Y.

Copyright © 1981 in U. S. A.
by The National Center for the
Study of Collective Bargaining
in Higher Education and the
Professions - Baruch
College - City University
of New York

All Rights Reserved

Price $20.00

TABLE OF CONTENTS

		PAGE
INTRODUCTION		ii
PREFACE		iv
PART I	FACULTY AND NON-FACULTY BIBLIOGRAPHY	1
	ACADEMIC FREEDOM	2
	ACCOUNTABILITY	2
	ADMINISTRATION	3
	AFFIRMATIVE ACTION	4
	ARBITRATION	5
	ARBITRATION AWARDS BY STATE	5
	COLLECTIVE BARGAINING	7
	COLLECTIVE BARGAINING - CANADA	11
	COLLEGIALITY	12
	COMMUNITY COLLEGES	12
	CONTRACTS AND CONTRACT ISSUES	12
	COURT CASES - SUPREME COURT	14
	COURT CASES BY STATE	15
	DEPARTMENT CHAIRPERSONS	24
	DISCIPLINE AND DISMISSAL	24
	DISCRIMINATION	24
	DISPUTE RESOLUTION	25
	DUE PROCESS	25
	ELECTIONS	26
	EVALUATION	27
	FACULTY	28
	FACULTY ATTITUDES	29
	FACULTY ORGANIZATIONS	30
	FISCAL ISSUES	31
	FRINGE BENEFITS	32
	GOVERNANCE	32
	GOVERNMENT REGULATIONS	36
	GRIEVANCE PROCEDURES	36
	HEALTH CARE INSTITUTIONS	36
	LEGAL ISSUES	39
	LEGISLATION	40
	LEGISLATION BY STATE	41
	LIBRARIANS, ACADEMIC	42
	LONG-RANGE PLANNING	42
	MANAGEMENT RIGHTS	43
	NATIONAL LABOR RELATIONS BOARD	43
	NLRB DECISIONS BY STATE	43
	NON-FACULTY COLLECTIVE BARGAINING	46
	PART-TIME FACULTY	48
	PERSONNEL ACTIONS	50
	PRESIDENCY	51
	PRIVATE INSTITUTIONS	51

TABLE OF CONTENTS (cont'd.)

			PAGE
		PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS	52
		PUBLIC SECTOR LABOR RELATIONS	54
		RETIREMENT	55
		RETRENCHMENT	56
		SALARIES	56
		SCOPE OF BARGAINING	58
		STRIKES	59
		STUDENT PERSONNEL PROFESSIONALS	59
		STUDENTS	60
		TEACHING ASSISTANTS	60
		TENURE	60
		TRUSTEES	63
		UNIT DETERMINATION	63
		WOMEN FACULTY	63
		WORKLOAD	64
		YESHIVA DECISION	64
	NEWSWORTHY EVENTS, 1979		67
	NEWSWORTHY EVENTS, 1980		74
	BIBLIOGRAPHIES		81
	RESOURCES AND PERIODICALS		84
PART II	INDEXES		
		AUTHOR	87
		TITLE	93
		SUBJECT	112
PART III	ELIAS LIEBERMAN LIBRARY: BIBLIOGRAPHY OF HOLDINGS		126
PART IV	GLOSSARY OF TERMS		153
	USEFUL SOURCES OF INFORMATION		180
	ACRONYMS AND ABBREVIATIONS		182

INTRODUCTION

Collective bargaining in higher education continues to be one of the most widely written about subjects in the field of industrial and labor relations. While this phenomena has been observable during the past decade, it is even more meaningful today due, in part, to the United States Supreme Court's ruling in NLRB v. Yeshiva University, 444 U.S. 672 (1980). Scholars, practitioners and students, as well as other members of the academic collective bargaining community, are now involved in post-Yeshiva litigation and negotiations in record numbers and partially account for this increasing interest.

The latest Bibliography of the Center, combined Volumes 8 and 9, is a selective collection of the literature and major news events of 1979-1980. It is designed to serve the research needs of those engaged in the study and practice of collective bargaining in higher education and, along with our Annual Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education, represent significant research and reference materials.

The National Center is an impartial, nonprofit institution, in its ninth year, serving as a clearinghouse and forum for those engaged in collective bargaining (and the related processes of grievance administration and arbitration) in colleges and universities. Operating on the campus of Baruch College, City University of New York, it addresses its research to scholars and practitioners in the field. Membership consists of institutions and individuals from all regions of the U.S. and Canada. Activities are financed primarily by membership, conference and workshop fees, foundation grants, and income from various services and publications made available to

members and the public.

To help us to fulfill our goal of aiding participants in the field, we are continuing to produce publications that bring together new research material on topics of particular interest and controversy, as well as surveys of the literature of the field and comprehensive "current event" reviews of an ever-changing and growing field.

In addition to the Bibliography, the National Center's publications include: Directories, Newsletters, Conference Proceedings, and Monographs.

We trust that this publication, along with the other programs and services of the National Center, will continue to make a significant contribution to those engaged in collective bargaining in higher education. As in the past, we encourage use of the Center and reactions to our publications and services.

Joel M. Douglas
Director

PREFACE

This combined issue of Numbers Eight and Nine is the latest in the series of Bibliographies of Collective Bargaining in Higher Education published by the National Center. The 852 citations, a selective survey of the literature and newsworthy events for the years 1979 and 1980, cover collective bargaining as well as the related subjects of campus governance and administration, government regulation as it relates to higher education, and the fiscal and legal issues that impact on the nation's campuses and faculty. Faculty and non-faculty topics in public and private institutions are included as are issues of collective bargaining in health care facilities that are part of a higher education structure. Pre-1979 references that were omitted in earlier bibliographies are included if they are of particular interest.

Materials covered include monographs, chapters, periodical articles, research reports, unpublished reports, dissertations, speeches, and noteworthy judicial and administrative agency decisions. The section on Newsworthy Events 1979 and 1980 is a cumulation of citations of news reports, some of which have appeared in past issues of the National Center Newsletter. The reader is referred to the section "Resources and Periodicals" and "Useful Sources of Information" for relevant periodical and bibliographic information as well as resources such as labor relations services, higher education associations, faculty organizations and noteworthy centers of research. Many organizations listed here kept the Center informed of meetings, speeches, and research reports. "Bibliographies" on page 81 lists published bibliographies that you may find useful.

This Bibliography (except for "Library Holdings" noted below) is arranged by subject - see Table of Contents for major subject divisions - and alphabetically

by author or title within each subject. A more detailed Subject Index that also provides geographic and institutional access begins on page 112. Author and Title Indexes begin on pages 87 and 93, the Title Index also listing court cases, arbitration awards and NLRB decisions. The "Elias Lieberman Library: Bibliography of Holdings" gives titles in the National Center Library, providing at the same time a summary of the major books and research reports as well as many of the dissertations.

We hope that you will find that the arrangement of this and past bibliographies provides a useful format for current and retrospective searching of the literature in the field.

Grateful acknowledgment for very able assistance in many phases of research, proofreading and production to Robina J. Stern, and to Ruby N. Hill for her precise expertise in layout and typing.

Molly Garfin

FACULTY AND NON-FACULTY BIBLIOGRAPHY

ACADEMIC FREEDOM

1 Academic freedom and federal regulation of university hiring. Harvard Law Review, 92: 879-97, February 1979.

2 American Association of University Professors. Academic freedom and tenure. Academe, 65: 240-50, May 1979.

3 Fiske, Edward B. Is academic freedom too traditional? The New York Times, October 5, 1980.

4 Fiske, Edward B. Jailing of a professor heightens fears for campus independence. The New York Times, 1, 62, September 14, 1980.

5 Forty-six colleges and universities now on the AAUP's censure list. The Chronicle of Higher Education, 4, June 30, 1980.

6 Metzger, Loya F. Professors in trouble: a quantitative analysis of academic freedom and tenure cases. Ph.D. Dissertation, Columbia University, 1978.

7 Middleton, Lorenzo. 'Mean little cases' give new dimension to controversies over academic freedom. The Chronicle of Higher Education, 1, 4, April 28, 1980.

8 Roark, Anne C. Academic researchers protest rules requiring strict accounting of time. The Chronicle of Higher Education, 1, 15, October 20, 1980.

9 Sanders, Jane. Cold war on the campus: academic freedom at the University of Washington 1949-1964. Seattle: University of Washington Press, 1979.

10 Smith, Bonnie R. An analysis of court cases pertaining to academic affairs: their implications for academic freedom in the classroom. Ed.D. Dissertation, University of Southern California, 1980.

11 Union waiver of constitutional rights: academic freedom as a bargaining chip in union contracts. University of Colorado Law Review, 49: 299-319, Spring 1978.

ACCOUNTABILITY

12 Casey, Robert J. and John W. Harris. Accountability in higher education: forces, counterforces and the role of institutional accreditation. Washington: Council on Postsecondary Accreditation, 1979. (ERIC #ED 180 382)

13 Liebert, Esther. Faculty accountability - reality or fantasy? NCSCBHEP Proceedings of the Eighth Annual Conference. April 1980.

ADMINISTRATION

14 Andruskiw, Olga and Nancy J. Howes. Dispelling a myth: that stereotypic attitudes influence evaluations of women as administrators in higher education. The Journal of Higher Education, 51(5): 475-496, September/October 1980.

14a Baldridge, Victor J. and Michael L. Tierney. New approaches to management. San Francisco Calif.: Jossey-Bass, Inc., 1979.

15 Bell, David P. An investigation to identify and describe administrative response of the chief executive office to faculty collective bargaining in public four-year colleges and universities in the United States. Ph.D. Dissertation, Ohio University, 1979.

16 Bidwell, John D. Perceived role change in the decision-making process for community college administrators and faculty as a result of collective bargaining. Ph.D. Dissertation, Florida State University, 1979.

17 Dingerson, Michael R.,et al. The hiring of academic administrators since the 1972 higher education guidelines. Research in Higher Education, 13(1): 9-22, 1980.

18 Gilmore, Carol B. The impact of faculty collective bargaining on the administration of public higher education in the United States with particular emphasis on the New England region. Ph.D. Dissertation, University of Massachusetts, 1979.

19 Hogges, Ralph. The administrator and collective bargaining, 1979. (ERIC #ED 174 157)

20 Hyman, William E. A study of the relationship between attitudinal concepts of collective negotiations, sanctions, and strikes and organizational beliefs tried by executive administrators at unionized four-year public colleges and universities. Ed.D. Dissertation, Catholic University of America, 1979.

21 Jacobs, K. J. Collective bargaining; its impact on maturing administrative thought. New Directions for Community Colleges, 28: 21-7, 1979.

22 Labor unions in admissions'and registrars' offices. College and University, 54: 336-7, Summer 1979.

23 Lombardi, John. Changing administrative relations under collective bargaining. (Junior College Resource Review). Los Angeles: California University, ERIC Clearinghouse for Junior Colleges, June 1979. (ERIC #ED 170 015)

24 Merriam, Mary L. Collective bargaining - an administrative perspective. Emerson College, November 1978. (ERIC #ED 169 593)

25 Muffo, J. A. and J. L. Jobe. Evaluation of administrators: a new challenge to institutional research. Research in Higher Education, 11(2): 189-92, 1979.

ADMINISTRATION (cont'd.)

26 Richardson, Richard C., Jr. Collective bargaining and middle-level administrators. The Journal of the College and University Personnel Association. 30(3): 1-6, Fall 1979.

27 Scott, Robert A. Lords, squires and yeomen: collegiate middle managers and their organizations. ERIC/Higher Education Research Report No. 7, 1978.

28 Stalcup, Robert J.,et al. Legislation, litigation and the administration of higher education. November 1979. (ERIC #ED 180 384)

29 Voelz, Carol A C. An analysis of the perceptions of personal influence in decision-making held by non-instructional administrators on faculty unionized versus faculty non-unionized campuses in Ohio public universities. Ph.D. Dissertation, Ohio University, 1979.

30 Walker, Donald E. The effective administrator: a practical approach to problem solving, decision-making and campus leadership. San Francisco: Jossey-Bass, 1979.

31 Winschel, Carolyn. Administrative evaluation (includes bibliography). Administrator's Update, ERIC Clearinghouse on Higher Education, 1(1): (n.d.).

AFFIRMATIVE ACTION

32 Affirmative action in campus contracts. NCSCBHE Newsletter, 7(1): January-February 1979.

33 Goodwin, Felix L. Affirmative action and equal employment opportunity at the University of Arizona from May 1966 to December 1976. Ed.D. Dissertation, University of Arizona, 1979.

34 Kramer, Barbara B. Perceived effects of affirmative action regulations by administrators at the University of North Carolina at Chapel Hill: a case study (1973-1976). Ph.D. Dissertation, University of North Carolina, 1978.

35 Kuk, Linda. Beyond affirmative action. Journal of the College and University Personnel Association, 29(3): 17-20, February 1978.

36 Satryb, Ronald P. and Frank R. Kemerer. Affirmative action in higher education. The Educational Forum, 205-210, January 1980.

37 Seabury, Paul, ed. Bureaucrats and brainpower - government regulation of universities. San Francisco: Institute for Contemporary Studies, 1979.

ARBITRATION

38 Arbitration on a non-unionized campus. NCSCBHEP Newsletter, 8(5): December 1980.

39 "Interest" and "final offer" arbitration. NCSCBHEP Newsletter, 8(4): November 1980.

40 Lang, Theodore H. The limits of arbitrability in higher education disputes. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

ARBITRATION AWARDS-BY STATE

ARBITRATION AWARDS-CONNECTICUT

41 University of New Haven and University of New Haven Board of Faculty Welfare, American Federation of Teachers. Arbitration in the Schools, 125: July 1, 1980. Notification of contract non-renewal violated right of faculty members to full calendar year's notice.

ARBITRATION AWARDS-FLORIDA

42 Florida State University dean ordered to uphold right of association... academic freedom includes right to associate with other faculty members. The Chronicle of Higher Education, 2, November 5, 1979.

ARBITRATION AWARDS-IOWA

43 University of Dubuque and University of Dubuque Faculty Association for College of Liberal Arts, July 21, 1980. Labor Relations Reporter. Labor Arbitration Decisions, 105(18): 75LA 420-7, October 29, 1980. University employer properly denied promotion of associate professor after it was determined he had not obtained "earned doctorate" from accredited institution.

ARBITRATION AWARDS-MARYLAND

44 Faculty union at Community College of Baltimore has sued the institution on behalf of academic employees who were denied arbitration after they received layoff notices. The Chronicle of Higher Education, 2, August 13, 1979.

ARBITRATION AWARDS-MICHIGAN

45 Wayne State University and Wayne State University Chapter AAUP (Grievance No. 50, February 7, 1979). Gov't. Employee Relations Report, 806: 13-14, April 16, 1979. University violated contractual requirement for "fair consideration" by applying stringent tenure requirements to grievant rather than using same standards for all applicants.

ARBITRATION AWARDS-NEW YORK

46 Administration of C.W. Post Center of Long Island University has been ordered by an independent arbitrator to suspend nine tenured faculty members who have for the last two years refused to either join the faculty union or to pay agency shop fees. The New York Times, August 29, 1979.

47 Niagara County Community College and Faculty Association of Niagara County Community College. (Case #A78-201, July 2, 1979) Labor Relations Reporter. Labor Arbitration Decisions, 73LA 90-6, September 12, 1979. College was required to fund and grant minimum of 15 faculty promotions under contract requirement for college and legislature.

48 United University Professions and appellants asserting objections to agency fee refund and procedures. (AAA Case No. 1530066379, June 6, 1979), Gov't. Employee Relations Report, 878: 22-23, September 8, 1980. Arbitrator finds that bargaining agent for professional services unit of State University of New York gave correct refund to non-union members for using agency shop fees for activities other than those related to collective bargaining.

ARBITRATION AWARDS-RHODE ISLAND

49 URI Chapter, American Association of University Professors and Rhode Island Board of Regents and the University of Rhode Island. (AAA Case No. 1139-0025-80, July 1, 1980) Gov't. Employee Relations Report, 880: 14-16, September 22, 1980. Professors who struck University of Rhode Island last fall and refused to teach scheduled classes are not entitled to compensation for research and administrative services that they continued to perform.

50 Rhode Island Junior College administration has right to withhold pay from faculty strikers. Gov't. Employee Relations Report, 857: 25, April 14, 1980.

ARBITRATION AWARDS-WASHINGTON

51 Board of Trustees and Shoreline Community College Federation of Teachers. Arbitration in the Schools, 107, January 1, 1979. Non-renewal of contract said to be arbitrable, despite college's contention that termination was contractually within administration's authority.

ARBITRATION AWARDS-WISCONSIN

52 "Fair share" deduction requiring all employees to pay their share of costs of representation is to be included in contract between Northeast Wisconsin Vocational, Technical and Adult Education District and its faculty association. Gov't. Employee Relations Report, 862: 24, May 19, 1980.

COLLECTIVE BARGAINING

53 Ahrens, Stephen W. A comparison of research techniques used in the collective bargaining process. Morgantown: West Virginia University, October 1979. (ERIC #ED 180 372)

54 Alexander, Paula B. Multilateral bargaining in higher education: a longitudinal comparison of faculty collective bargaining at Rutgers, The State University of New Jersey and the New Jersey State Colleges. Ph.D. Dissertation, Rutgers University, 1979.

55 The American Assembly, Columbia University. The integrity of higher education. (From Proceedings of the 56th American Assembly, March 29, 1979, Harriman, New York).

56 Bennett, James T. and Manuel H. Johnson. Demographic trends in higher education: collective bargaining and forced unionism. Los Angeles: International Institute for Economic Research, 1979.

57 Bersi, Mary A. The impact of collective bargaining on selected aspects of college operations: a comparison of the perceptions of management/labor participants in the bargaining process in a state college system. Ph.D. Dissertation, University of Connecticut, 1979.

58 Birnbaum, Robert. Creative academic bargaining; managing conflict in the unionized college and university. Totowa, New Jersey: Teachers College Press, 1980.

59 Blanton, J. C. and C. W. Burnett. Collective bargaining and five key higher education issues. Peabody Journal of Education, 56: 91-8, January 1979.

60 Bucklew, Neil S. Academic collective bargaining in the United States: reflections after the first decade. Labour and Society, 4(4): October 1979.

COLLECTIVE BARGAINING (cont'd.)

61 Campus negotiators -- a critical comment. NCSCBHEP Newsletter, 8(5): December 1980.

62 Cannizarro, Frank, et al. Faculty unionization: an update for 1978. Professional Engineer, 48(10): 26-28, October 1978.

63 Chandler, Margaret K., et al. Prestige, affiliation and region as determinants of collective bargaining involvement. Review of Higher Education, 1(1): 13-27, Fall, 1977.

64 Dubeck, Leroy. The Temple University collective bargaining experience. (Monograph No. 1). Washington, D.C.: American Association of University Professors, 1980.

65 Faculty union bid dealt severe blow. Times Higher Education Supplement, 384: 5, February 29, 1980.

66 Fitzgerald, Gerald D. Factors that relate to unionization within an academic staff. Ph.D. Dissertation, University of Missouri at Columbia, 1977.

67 Fowler, Gerard A. The influence of the labor movement on higher education. Planning for Higher Education, 7(6): 1-8, June 1979.

68 Garbarino, Joseph W. and John Lawler. Faculty union activity in higher education-1978. Industrial Relations, 18(2): 244-246, Spring, 1979.

69 Garbarino, Joseph W. Faculty unionism, the first ten years. Annals of the American Academy of Political and Social Science, 74-86, March 1980.

70 Garbarino, Joseph W. Faculty unionization: the pre-Yeshiva years, 1966-1979. Berkeley: University of California, Institute of Industrial Relations, 1980.

71 Garfin, Molly. Directory of faculty contracts and bargaining agents in institutions of higher education, January 1980. New York: National Center for the Study of Collective Bargaining in Higher Education and the Professions.

72 Geetter, J. Unionism in academia: a mixed bag. Journal of the College and University Personnel Association, 30: 56-9, Summer, 1979.

73 Gershenfeld, Walter J. and Kenneth P. Mortimer. Faculty collective bargaining activity in Pennsylvania, 1970-75. Journal of Collective Negotiations in the Public Sector, 8(2): 131-149, 1979.

74 Helfant, David B. Ivory tower unionism: a study of unionist professionals in the American high quality university. Ph.D. Dissertation, University of Chicago, 1977.

75 Helsby, R.D. Collective bargaining in education; saint or sinner? Compact, 13: Supp. 1-4, Spring, 1979.

76 Hook, Sidney. Are there alternatives to collective bargaining? II. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

77 Jiminez, Jorge E. Faculty collective bargaining in higher education: antagonism or cooperation in the academic enterprise. Ph.D. Dissertation, University of Oregon, 1979.

78 Kaufman, J. J. and P. E. Flanary. The effect of collective bargaining on the issue of "excellence or quality" in higher education. (A paper presented at the Third International Conference on Higher Education, University of Lancaster, England, September 1975).

79 Kemerer, Frank R. and J. Victor Baldridge. National academic collective bargaining survey. (A follow-up study to: The Stanford Project on Academic Governance and Unions on Campus). North Texas State University, Denton, Texas, and Higher Education Research Institute, Los Angeles, 1979.

80 Kemerer, Frank R. and J. Victor Baldridge. Unions in higher education: the going gets tougher. Phi Delta Kappan: 714-15, June 1980.

81 King, David J. Collective bargaining in higher education: Up the creek or down the slippery slope -- reports from the field. Washington: Fund for the Improvement of Postsecondary Education, 1979. (ERIC #ED 172 629)

82 Kohler, L. T. Bargaining: rights and responsibilities of the parties. American School and University, 51: 10-11, July 1979.

82a Lienemann, William H. and Bruce Bullis. Collective bargaining in higher education systems: a study of four states. (No. 4) Washington, D.C.: American Association of State Colleges and Universities, October 1980.

83 McArt, Ebba W. Common interest as a basis for collective bargaining in the State University of New York (SUNY) System. Ph.D. Dissertation, University of California, Berkeley, 1979.

84 McEwen, Everett E. Five years of faculty collective bargaining. Engineering Education, 69(4): 319-324, January 1979.

85 Marks, Carolyn A. Changes in the role of the dean since the advent of faculty collective bargaining in selected institutions of higher education in Pennsylvania. Ed.D. Dissertation, Temple University, 1980.

86 Mercer, Walter A. Winning the battle for collective bargaining in the State University System of Florida: somebody said it couldn't be done. Journal of Collective Negotiations in the Public Sector, 9(1): 81-9, 1980.

87 Mintz, Bernard. Living with collective bargaining; a case study of the City University of New York. New York: National Center for the Study of Collective Bargaining in Higher Education, 1979.

88 Mortimer, Kenneth P. A survey of American experience with faculty collective bargaining. University Park: Pennsylvania State University, Center for the Study of Higher Education, January 1978. (ERIC #ED 179 165)

89 Mounts, Philip H. and Warren W. McIntire. Collective representation and bargaining at the University of Wisconsin-Oshkosh. (Faculty Development Project N-3). November 1977, February 1978.

COLLECTIVE BARGAINING (cont'd.)

90 Munsterman, Richard E. Collective bargaining in higher education: the Western Michigan University experience. (Paper presented at the National Conference of Professors Educational Administration, Eugene, Oregon, August 15, 1977). (ERIC #ED 167 039)

91 Naples, C. J. Faculty collective bargaining: implications for academic performance and vitality. New Directions in Institutional Research, 20: 83-97, 1978.

92 Newton, David. Are there alternatives to collective bargaining? I. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

93 O'Toole, Rodger K. Negotiations between the Community College of Allegheny County and the American Federation of Teachers Local 2067: a case study in the rhetoric of collective bargaining in higher education. Ph.D. Dissertation, University of Pittsburgh, 1979.

94 Peterson, Patti M. The quid pro quo of collective bargaining, 1979. (ERIC #ED 177 948)

95 Selected glossary of terms in higher education bargaining. NCSCBHE Newsletter, January-February 1979.

96 Shanker, Albert. Are there alternatives to collective bargaining? III. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

97 Soberman, Daniel A., et al. Collective bargaining in higher education. Honolulu: Center for Educational Management Studies, October 1978.

98 Stanton, L. Patrick. A record of the processes leading to faculty collective bargaining at Chicago State University. March 1977. (ERIC #ED 177 983)

99 A symposium on faculty unionism (by Robert W. Miner, Robert Nielsen and Clyde J. Wingfield). NCSCBHE Newsletter, 7(4): October-November 1979.

100 Taliaferro, William. A historical study of campus governance, tenure and salaries in public two-year colleges in Texas. Ed.D. Dissertation, University of Houston, 1979.

101 Update: collective bargaining. Change, 10(11): 66-67, December-January 1978-79.

102 Vachon, Reginald I., et al. Faculty unionization and collective bargaining; a white paper. (American Society for Engineering Education). Washington, D. C.: ASEE, June 1975.

103 Veglahn, Peter A., et al. Computer simulation - training tool for collective bargaining. Personnel Journal, 57(11): 614-17, November 1978.

COLLECTIVE BARGAINING (cont'd.)

104 Work, William. Education at the bargaining table. Communication Education, 28(2): 153-159, May 1979

105 A year of faculty unionization (1979). New York: NCSCBHEP Newsletter, 8(3): September-October 1980.

COLLECTIVE BARGAINING-CANADA

106 Hercus, Terry F. Unionism and the university faculty. The Canadian Personnel and Industrial Relations Journal, 25(1): 12-15, January 1978.

107 Hoffman, Ron. Negotiating for instructors--the experience at Dalhousie University. (CAUT National Collective Bargaining Conference, September 4, 1980).

108 Landry, Simon. Impacts of university professors' unionization on roles and role perceptions of a group of selected participants: the case of the University of Ottawa. Ph.D. Dissertation, University of Toronto, 1979.

109 Lauroesch, William. Quebec: early warning system for American higher education? Journal of Collective Negotiations in the Public Sector, 8(4): 333-38, 1979.

110 McLean, John F. B.C. and the faculty associations. The Canadian Personnel and Industrial Relations Journal, 25(1): 20-21, January 1978.

111 Penner, Roland. Faculty collective bargaining in Canada: background development and impact. Interchange, 9(3): 71-86 (responses: 86-90), 1978-79.

112 Penner, Roland. Universities in the 1980's: the loss of collegiality and autonomy. (CAUT, National Collective Bargaining Conference, September 4, 1980).

113 Swan, Kenneth P. Professional obligations, employment responsibilities and collective bargaining. Interchange, 9:(3) 98-110, 1978-79.

COLLECTIVE BARGAINING-CANADA-COURT CASES

114 Anthony Paine and University of Toronto, the President and Governing Council, the Tenure Committee and the Tenure Appeal Committee (Supreme Court of Ontario, January 9, 10, 1980). Judicial review of denial of tenure application. (On file NCSCBHEP).

COLLECTIVE BARGAINING-CANADA-COURT CASES (cont'd.)

115 Ontario court rules that University of Toronto improperly denied tenure to professor...court states that public administrative law applies since universities were established by public statute. The Chronicle of Higher Education, 18, December 1, 1980.

COLLEGIALITY

116 Wardwell, W.I. Unionization or collegiality: a false dichotomy in higher education. Academe, 65: 46-8, February 1979.

COMMUNITY COLLEGES

117 Armstrong, Cheryl L. The impact of collective bargaining at the Rancho Santiago Community College District. Santa Ana College, December 1978.

118 Borland, D. T. Gaining the initiative in collective bargaining. Community College Frontiers, 5: 10-15, Summer 1977.

119 Catlin, George E. A comparative study of Florida's public community colleges: internal governance structures; faculty satisfaction with their roles in decision-making, and their perceptions of collective bargaining. Ed.D. Dissertation, The Florida State University, 1980.

120 Hill, Andrew. Sources and information: view from the faculty. New Directions for Community Colleges, 6(4): 101-104, Winter 1978.

121 Weston, Hanna, et al. The dynamics of collective bargaining: challenges of the future. New Directions for Community Colleges, 24, 1978.

CONTRACTS AND CONTRACT ISSUES

122 Boston University collective bargaining agreement. Academe, 66: 97-112, March 1980.

123 Canadian Association of University Teachers. Collective bargaining information service, prepared by I.B. McKenna, 1976; rev. by E.A. Bartley, 1978; updated 1979. Ottawa, Ontario: CAUT.

CONTRACTS AND CONTRACT ISSUES (cont'd.)

124 Dillon, Kristine E. and Karen L. Bane. Consulting and conflict interest. Educational Record, 61(2): 52-71, Spring 1980.

125 Douglas, Joel M. and Molly Garfin. Contract development in higher education faculty collective bargaining. New York: National Center for the Study of Collective Bargaining in Higher Education and the Professions, 1980.

126 Golomb, Solomon W. Faculty consulting: should it be curtailed? National Forum: Phi Kappa Phi Journal, 69(4): 34-37, Fall 1979.

127 Harvey, Helen M. Analysis of predominant issues in collective bargaining agreements at public two-year postsecondary educational institutions. Ed.D. Dissertation, Virginia Polytechnic Institute and University, 1979.

128 Kervin, John B. Collective bargaining under declining enrollments: trends in conditions of employment clauses. (Paper presented at Canadian School Trustees' Association Congress on Education). June 1978 (ERIC #ED 159 821)

129 Magarrell, Jack. Extra work found to add 21 percent to base salaries of most professors. The Chronicle of Higher Education, 1, 7, November 17, 1980.

130 Marsh, Herbert W. and Kristine E. Dillon. Academic productivity and faculty supplemental income. The Journal of Higher Education, 51(5): 546-555, September/October 1980.

131 Matthews-Halbower, Jana B. Consulting at colleges and universities: an analysis of the process. Ed.D. Dissertation, Harvard University, 1979.

132 Patton, C. V. and J.D. Marver. Paid consulting by American academics. Educational Record, 60: 175-184, Spring 1979.

133 Smith, Arthur B., Jr. Impact of 1978 age discrimination amendments on union contracts. Journal of the College and University Personnel Association, 29(4): 28-45, Winter 1978.

134 University of Hawaii. Higher education contract clause finder. Special issue, 1980. Industrial Relations Center, University of Hawaii, May 1980.

135 Wissore, Bruce R. Components of contracts arrived at through collective bargaining at Illinois public community colleges in 1976-1977: a classification system. Ph.D. Dissertation, Saint Louis University, 1977.

COURT CASES-SUPREME COURT

136 Fields, Cheryl M. Supreme Court ruled that individuals may sue colleges to enforce anti-sex-bias law. The Chronicle of Higher Education, 1, 8, May 21, 1979.

137 In denial of tenure case, Cohen v. Illinois Institute of Technology, U.S. Supreme Court lets stand federal court decision that private college, simply because it receives state or federal money, is not necessarily obligated to guarantee equal protection under the law as are federal or state governments. Higher Education Daily, 4, January 30, 1979.

138 In case of Delaware State College v. Ricks, (U.S. Sup. Ct., No. 79-939, December 15, 1980) U.S. Supreme Court rules that job discrimination complaint should have been filed within 180 days of when school denied faculty member tenure and offered him one-year terminal contract, instead of anytime until last day of his employment as claimed by Ricks. Higher Education Daily, 1-2, December 16, 1980. (Also in Gov't. Employee Relations Report, 893: 14-15, December 22, 1980; Labor Relations Reporter, 24 FEP 827, December 27, 1980).

139 Board of Trustees of Keene State College v. Sweeney; (U.S. Sup. Ct.) U.S. Supreme Court let stand decision that Keene State College is guilty of sex discrimination against woman professor in denying her promotion, ending more than five years of litigation against institution. Gov't. Employee Relations Report, 850: 24-25, February 25, 1980.

140 NLRB v. The Catholic Bishop of Chicago (3/21/79, #77-752, 100 LRRM 2913, ruling below 559 F. 2d 1112 (7th Cir. 1979) (Affirmed U.S. — 99 S. Ct. 1313 (1979) 85 l.c. 11, 163) Journal of Law and Education, 8(4): 391-3, July 1979. NLRA not applicable to schools run by religious organizations.

141 NLRB v. Yeshiva University; Yeshiva University Faculty Association v. same. (U.S. Sup. Ct. Nos. 78-857 and 78-997, February 20, 1980). Labor Relations Reporter. Decisions of the Courts, 103(17) LRRM 2526-2539, March 3, 1980. Full-time faculty members of private university are "managerial employees" excluded from NLRA coverage. (Also in The Chronicle of Higher Education, 1, 7-9, February 25, March 3, 1980; The New York Times, 1, 20, February 21, and E7, February 24, 1980).

142 Physicians National Housestaff Association, representing interns and residents, takes student-employee question to U.S. Supreme Court. Case before High Court is Physicians National Housestaff Association v. Murphy. Higher Education Daily, 5, December 12, 1980.

143 U.S. Supreme Court refuses to review California Supreme Court decision, Peralta Federation of Teachers v. Peralta Community College District, which held that part-time community college faculty members are temporary employees not entitled to pro-rata pay or tenure. The Chronicle of Higher Education, 10, January 7, 1980.

COURT CASES-SUPREME COURT (cont'd.)

144 U.S. Supreme Court refuses to rule on constitutionality of State University of New York collective bargaining agreement that allows tenured faculty members to be fired if school faces severe economic problems. N.Y. State Ct. of Appeals had upheld agreement. Higher Education Daily, 1-2, February 23, 1979.

145 U.S. Supreme Court refuses to hear Ithaca College Faculty Association v. National Labor Relations Board and Stephens Institute v. National Labor Relations Board. Ithaca College need not bargain with faculty association according to Second Circuit ruling but Stephens Institute will not be able to refuse to bargain with its faculty according to the Ninth Circuit Court since Yeshiva Decision is not applicable. ACBIS Fact Sheet No. 77, December 1980.

146 U.S. Supreme Court refuses to review lower court decisions that University of Nevada at Reno and Fashion Institute of Technology did not violate rights of tenured professors. The Chronicle of Higher Education, 12, June 9, 1980.

COURT CASES BY STATE

COURT CASES-ALABAMA

147 Alabama Education Association v. Board of Trustees of the University of Alabama (Alabama Supreme Court, 13 ABR, 2030-2042, July 6, 1979). Gov't. Employee Relations Report, 835: 11-13, November 5, 1979. Faculty dues checkoff in Alabama legislature's appropriation budget is found unconstitutional.

COURT CASES-ARKANSAS

148 Campbell v. Ramsey, et al. (USDC E. Ark., No. LR-76-C-129, February 13, 1980). Gov't. Employee Relations Report, 854: 13-14, March 24, 1980. U.S. District Court denies reinstatement to mathematics instructor who charged university with sex discrimination; finds that University of Arkansas was justified in demanding Ph.D. for position she sought.

COURT CASES-CALIFORNIA

149 California School Employees Association, Chapter 33 v. San Mateo County Community College District (California PERB Decision No. 94, 1979). Journal of Law and Education, 9(2): 288, April 1980. Unfair labor practice charge, by union of classified employees, that college violated law by reducing salaries because of effect of Proposition 13.

COURT CASES-CALIFORNIA (cont'd.)

150 Lynn v. Regents of University of California (No. CV77-4736 - DWW, May 1, 1979). Labor Relations Reporter. Decisions of the Courts. 21 FEP Cases 313-315, November 24, 1979. State university that based tenure refusal on conclusion that scholarship of female professor was unacceptable, did not violate Title VII.

151 Peralta Federation of Teachers, Local 1603, American Federation of Teachers, AFL-CIO v. Peralta Community College District #79-550. (24 Cal. 3d 369, 155 Cal. Reptr. 679(1979)). Journal of Law and Education, 9(3): 386-7, July 1980. State law interpreted as requiring upgrading and higher pay of part-time faculty, despite contract provisions to the contrary.

152 Regents of University of California v. California Office of Information Practices. Higher Education Daily, 3, February 27, 1979. California Superior Court judge refused to force university to open confidential files on faculty reviews, as prescribed by new state law. (See also Newsworthy Events-1980, Gov't. Regulations).

153 Rutherford v. California State Personnel Board (161 Cal. Reptr. 287 Ct. App. 1980). Journal of Law and Education, 9(3): 422, July 1980. Action by former state university administrator seeking re-employment after grievance committee found university had violated his tenure rights.

154 Warner v. North Orange Community College District (161 Cal. Reptr. 1 Ct. App. 1979). Journal of Law and Education, 9(3): 426, July 1980. Action by former nontenured community college teacher to compel reinstatement after his dismissal without notice.

COURT CASES-CONNECTICUT

155 Board of Trustees for State Technical Colleges v. Federation of Technical College Teachers, Local 1942, AFT, AFL-CIO (Connecticut Supreme Court, June term, September 18, 1979). Gov't. Employee Relations Report, 844: 17-19, January 14, 1980. Court finds state law requires full-time faculty entitled to 12.5 sick leave days a year rather than 15 days ruled by arbitrator...arbitrator's award found to be in conflict with state regulations.

COURT CASES-DISTRICT OF COLUMBIA

156 National Education Association v. Ray Marshall, et al. (U.S. DCDC, Case No. 77-0384, January 12, 1979). Gov't. Employee Relations Report, 795: 20, January 29, 1979. Court holds that NEA is labor union rather than professional association under 1959 Landrum-Griffin Act.

COURT CASES-FLORIDA

157 Board of Regents of State of Florida v. Public Employees Relations Commission, State of Florida and United Faculty of Florida; (Fla. 1st District Ct. of Appeals, Case No. EE-413, March 20, 1979). Gov't. Employee Relations Report, 810: 10-11, May 14, 1979. Court affirms PERC's order determining that graduate assistants are "public employees" and not barred from collective bargaining. (Also in Labor Relations Reporter. Decisions of the Courts, 101(5): 2203-5, May 21, 1979).

158 Faculty member does not have right to de facto tenure because Florida International University failed to dismiss him before probationary period had expired. The Chronicle of Higher Education, 2, August 25, 1980.

159 Florida judge frees $8.75 million for pay raises for faculty members at state's public colleges and universities...states that provision in 1980 appropriations act that tied pay raises to passage of controversial higher education bill was unconstitutional. The Chronicle of Higher Education, 26, October 14, 1980.

160 Jepsen v. Florida Bd. of Regents (CA 5, No. 77-2969, February 6, 1980). Gov't. Employee Relations Report, 854: 14-15, March 24, 1980. Appellate Court judge held that universities should not be accorded special deference under Title VII. This decision reversed a trial court's ruling which held that faculty member's sex discrimination charge failed because she couldn't demonstrate that Florida State University discriminated against her.

161 Kirsner v. University of Miami (362 So. 2d 449 Fla. App. Ct. 1978). Journal of Law and Education, 8(2): 274, April 1979. Action by tenured faculty member that university was obligated to pay him same salary as he received as department chairman even though he no longer performed those duties. Decision for the university.

162 Okaloosa-Walton Jr. College Board of Trustees v. Florida Public Employees Relations Commission and Okaloosa-Walton Higher Education Association; (Fla. District Court of Appeals, Case No. GG-470, June 27, 1979). Gov't. Employee Relations Report, 825: 21-23, August 27, 1979. Florida court finds college administration discriminatorily denied union a mailroom.

163 United Faculty of Florida v. Florida Board of Regents (Fla. First District Court of Appeal, Case No. GG-465, January 9, 1979). Gov't. Employee Relations Report, 802: 12-13, March 19, 1979. Last word on contracts rests with state legislature which must appropriate money to fund agreement, Florida court rules. Contract clause must give way before legislature's underfunding of contract.

COURT CASES-GEORGIA

164 Federal judge overturns finding by NLRB that faculty member at Berry College had been denied promotion in retaliation for efforts to form a union. The Chronicle of Higher Education, 2, October 27, 1980.

COURT CASES-GEORGIA (cont'd.)

165 Gordon Junior College Chapter of the AAUP v. Board of Regents of the University System of Georgia (U.S. District Court for the Northern District of Georgia, Atlanta Division, Civil Action No. CV79-1485A, February 21, 1980). Gov't. Employee Relations Report, 863: 19-20, May 26, 1980. AAUP does not have constitutional right to participate in selection process of university president.

166 University of Georgia professor who was jailed for refusing to tell court how he voted on tenure case released from federal prison after completing 90-day sentence. Higher Education Daily, 4, October 1, 1980.

COURT CASES-HAWAII

167 Ishigami v. University of Hawaii (Case No. 77-0056, February 28, 1979). Labor Relations Reporter, 19 FEP Cases, 101(15): 1407-14, June 16, 1979. Japanese alien instructor who was denied tenure by state university failed to establish that university discriminated against him.

COURT CASES-ILLINOIS

168 Board of Trustees of Community College District 508, Cty. of Cook v. Cook County College Teachers Union (Ill. Sup. Court, Docket No. 50360, Agenda 10, January 10, 1979). Gov't. Employee Relations Report, 799: 17-19, February 26, 1979. Illinois Supreme Court vacates arbitrator's award that penalized nonstriking faculty by placing them in inferior position against striking teachers in competition for summer work.

COURT CASES-INDIANA

169 Lynch v. Indiana State University Board of Trustees (378 N.E. 2d 900, Ind. Ct. App. 1978). Journal of Law and Education, 8(1): 121, January 1979. Action by untenured associate professor seeking reinstatement after termination by board of trustees for reading Bible at beginning of each class. Board justified in dismissal says court.

COURT CASES-IOWA

170 Iowa Supreme Court rules that University of Iowa was guilty of breach of contract in unilaterally reducing tenured professor's salary in mid-year. The Chronicle of Higher Education, 2, February 11, 1980.

COURT CASES-LOUISIANA

171 Fisher v. Dillard University. Black college ordered by court to pay damages because of race discrimination against white professor. Higher Education Daily, 1-2, August 20, 1980.

COURT CASES-MASSACHUSETTS

172 Supreme Court orders rehearing in lower court case challenging composition of faculty bargaining unit at Boston University; case to be reconsidered in light of Yeshiva decision...university had argued that chairmen should not be included in bargaining unit, however, court had upheld NLRB's decision that they be included. The Chronicle of Higher Education, 15, March 10, 1980.

173 Trustees of Boston University v. National Labor Relations Board (No. 79-1319-K, June 30, 1980). Labor Relations Reporter. Decisions of the Courts, 105(3): LRRM 2159-2166, September 8, 1980. Employer is entitled, under Freedom of Information Act, to disclosure by NLRB of names and allegations of criminal activities in affidavits of former employees, obtained during course of investigation of unfair labor practice charges against employer.

COURT CASES-MICHIGAN

174 Conflicting approaches to the scope of manadatory bargaining in public university faculty employment: Central Michigan University Faculty Association v. Central Michigan University (Mich. 273 NW 2d 21). Hastings Law Journal, 31: 1139-60, May 1980.

175 Michigan Supreme Court decides that Central Michigan University's teaching effectiveness program which includes faculty and student evaluation is more condition of employment than education policy and thus is a mandatory subject of bargaining. Gov't. Employee Relations Report, 796: 11, February 5, 1979.

176 Peters v. Wayne State University (U.S. District Court, Eastern District of Michigan, No. 670165, September 25, 1979). Labor Relations Reporter. Decisions of the Courts, 102(15): 20 FEP Cases, 1621-1627, October 20, 1979. University is violating Title VII by making contributions to annuity plan that provides female retirees with smaller monthly benefits than male retirees because of use of sex-based mortality tables.

177 Shaw College at Detroit v. National Labor Relations Board (No. 77-1729, July 1, 1980). Labor Relations Reporter. Decisions of the Courts, 105 LRRM 2509-10, October 6, 1980. NLRB abused its remedial discretion in ordering college to reinstate with back pay 10 instructors, even though college unlawfully refused to bargain over decision not to renew contracts.

COURT CASES-MINNESOTA

178 Minnesota Education Association and State of Minnesota (Minn. 2d district, Case No. 422630, January 30, 1979). Gov't. Employee Relations Report, 804: 17, April 2, 1979. Court rejects contention that legislature is empowered to alter wage provisions set by binding arbitration and orders state to pay $1,500,000 in back salary to faculty members of Minnesota Community College System.

179 Rojender v. University of Minnesota (8/13/80). U.S. District Court approves consent decree under which University of Minnesota must award $100,000 in damages to former instructor and establish arbitration board to rule on past or present charges of sex discrimination. This decree, as result of class action on behalf of plaintiff and other women faculty. NACUBO Business Officer, 7, December 1980.

COURT CASES-MISSOURI

180 Junior College District of St. Louis v. Califano (No. 78-1830, April 19, 1979). Labor Relations Reporter, 101(3): 801-803, May 12, 1979. Title IX of education amendment of 1972 does not authorize HEW to regulate employment practices of institutions receiving federal funds.

181 University of Missouri v. Dalton (456F. Supp. 985 W.D. Mo., 1978). Journal of Law and Education, 8(2): 273, April 1979. Employees' association contends that university policy prohibiting use of facilities to labor organizations was violation of federal law. Decision for the employees.

COURT CASES-NEBRASKA

182 Metropolitan Technical Community College Education Association v. Metropolitan Technical Community College Area (281 N.W. 2d 201 Neb. 1979). Journal of Law and Education, 9(1): 149, January 1980. College obligated to negotiate over demand that contact hours of faculty be reduced.

COURT CASES-NEW HAMPSHIRE

183 Keene State College Education Association NHEA/NEA v. State of New Hampshire and Public Employee Labor Relations Board (Supreme Court of New Hampshire, No. 78-294, January 31, 1980). Gov't. Employee Relations Report, 851: 17-19, March 3, 1980. New Hampshire Supreme Court affirms Public Employee Labor Relations Board's decision that elimination of some faculty functions is managerial prerogative.

COURT CASES-NEW HAMPSHIRE (cont'd.)

184 New Hampshire Supreme Court rules that Keene State College did not engage in unfair labor practices when it abolished position of department chairman and suspended promotion and tenure decisions following certification of a bargaining agent and pending future negotiations. The Chronicle of Higher Education, 2, 6, February 25, 1980.

COURT CASES-NEW YORK

185 $580,000 awarded former Brooklyn College faculty member by Federal District Court that found he had been wrongfully denied tenure and promotion because of alleged CIA connections. New York Times, May 19, 1979.

186 Lahasky v. Board of Higher Education of the City University of New York (410 N.Y.S. 2d 853 App. Div. 1978). Journal of Law and Education, 8(3): 440, July 1979. Appeal sought from determination of board of higher education dismissing non-tenured assistant professor for engaging in outside employment for more than one day a week. Decision: penalty of dismissal excessive; remanded for lesser penalty.

187 U.S. Court of Appeals for Second Circuit dismissed suit by National Labor Relations Board charging Ithaca College with unfair labor practices because it refused to bargain collectively with faculty union. Ruling denies faculty status to union affiliate of AFT. The Chronicle of Higher Education, 10, June 2, 1980.

188 Diana L. Spirt v. Teachers Insurance and Annuity Association, College Retirement Equities Fund and Long Island University (No. 74 Civ. 1674, August 9, 1979). Gov't. Employee Relations Report, 827: 15-16, 37-47, September 10, 1979. Major pension program for college faculty members - adopted at over 85 percent of all private 4-year colleges - violates Title VII of Civil Rights Act by using sex-based mortality tables, federal district court rules.

189 Pratt Institute v. United Federation of College Teachers, Local 1460, AFT, AFL-CIO, (No. 79 (2034, March 17, 1980)). Labor Relations Reporter. Decisions of the Courts, 103 LRRM 3027-3033, April 21, 1980. Arbitrator exceeded authority under collective bargaining contract when, after finding that denial of tenure to college professor was arbitrary and capricious, he ordered institute to grant professor tenure.

190 Queensborough Community College-City University of New York v. State Human Rights Appeal Board, State Division of Human Rights (New York Court of Appeals, March 24, 1977). Labor Relations Reporter. Decisions of the Courts, 101(29): 538-9, August 11, 1979. One year period within which complainant was required to file complaint began when she was given notice of non-reappointment rather than when current term of employment was completed.

COURT CASES-PENNSYLVANIA

191 Community College of Philadelphia illegally retaliated against two employees who filed reverse discrimination complaint against institution, rules U.S. District Court. The Chronicle of Higher Education, 2, March 3, 1980.

192 Crere Shawer v. Indiana University of Pennsylvania (No. 78-2493, U.S. Court of Appeals 3d Circuit). Gov't. Employee Relations Report, 826: 29-31, September 3, 1979. Attempt to extend U.S. Supreme Court's 1976 National League of Cities' ruling - in which extension of federal minimum wage law to state employees was found unconstitutional - to Title VII of 1964 Civil Rights Act, is rejected by U.S. Court of Appeals. Case involved suit by faculty member claiming sex discrimination; university moved to dismiss complaint on above grounds but lost in appeal to District Court.

193 Kunda v. Muhlenberg College (CA 3, No. 79-1135, February 19, 1980). Gov't. Employee Relations Report, 854: 12-13, March 24, 1980. Woman faculty member granted tenure as compensation for past discrmination in spite of school's argument that award threatens academic freedom and that colleges and universities are entitled to deferential treatment under Title VII.

194 Federal appeals court upholds lower court's decision ordering Muhlenberg College to award tenure to former physical education professor on completion of educational requirements...first case in which federal court has ordered that an institution grant tenure to faculty members found to have been discriminated against in violation of Title VII. The Chronicle of Higher Education, 9, March 3, 1980.

195 Williamsport Education Association v. Williamsport Area Community College (Pennsylvania Commonwealth Court No. 552 CD 1978, June 7, 1979). Labor Relations Reporter. Decisions of the Courts, 102(15): 102 LRRM, 2502-2504, October 22, 1979. Community college violated terms of new collective bargaining contract by deducting 12 days' pay, the number of days union members were on strike.

COURT CASES-TEXAS

196 Eight University of Texas professors lose case against former president who, they alleged, cut their paychecks because of political activism. Gov't. Employee Relations Report, 857: 15, April 14, 1980.

COURT CASES-VERMONT

197 Vermont State Colleges Faculty Federation, AFT Local 3180, v. Vermont State College (Vt. Sup. Ct., Case No. 207-79, June 11, 1980). Gov't. Employee Relations Report, 873: 17-18, August 4, 1980. State Supreme Court reverses ruling of state's Labor Relations Board, finding that matter of faculty governance at state colleges is not predetermined by statute and therefore, subject to collective bargaining.

COURT CASES-WASHINGTON

198 Seattle University v. United States Department of Health, Education and Welfare (No. 78-1746, June 19, 1980). Labor Relations Reporter. Decisions of the Courts, 23 FEP Cases, 525-6, August 9, 1980. Title IX which prohibits discrmination on basis of sex under any educational program receiving federal financial assistance, does not cover employment discrimination by those institutions.

199 Supreme Court agrees to consider whether Title IX - an anti-sex bias law - can be applied to employment practices as well as to students of federally funded institutions. Case is U.S. Department of Education v. Seattle University. The Chronicle of Higher Education, 12, December 8, 1980.

COURT CASES-WISCONSIN

200 Circuit court judge in Wisconsin rejects claim by University of Wisconsin at Madison that public inspection of reports on faculty members' outside income would constitute infringement of their academic freedom. The Chronicle of Higher Education, 2, January 29, 1979.

201 Graney v. Board of Regents of University of Wisconsin System (286 N.W. 2d 138 Wis. App. 1979). Journal of Law and Education, 9(3): 424, July 1980. Action by tenured faculty members resulting from ruling that affirmed Board of Regents' decision to lay off faculty for reasons of financial exigency.

202 U.S. district court judge rules that Chancellor of University of Wisconsin-Madison may take disciplinary action against faculty members who held classes off campus during strike. The Chronicle of Higher Education, 2, September 15, 1980.

COURT CASES-YESHIVA DECISION

203 "Yeshiva" impact slowly developing...University of New Haven was first to cease to recognize its faculty union following Yeshiva decision. Appellate courts have ruled with mixed results in 5 cases since Yeshiva: Ithaca College faculty may not unionize; Catholic University, D.C. law school faculty are not entitled to NLRA protection; Boston University case remanded to NLRB for clarification of status of department chairmen; faculty at Mt. Vernon College and Stephens Institute are entitled to bargain. Higher Education Daily, 3, May 29, 1980.

204 Two petitions for review are pending at Supreme Court as a result of Yeshiva ...faculty at Ithaca College have asked to be exempted from Yeshiva limitations and petition by Academy of Art College in San Francisco, part of Stephens Institute, asks for definition of mature university. The Chronicle of Higher Education, 1-2, October 3, 1980.

See also Supreme Court Cases and NLRB Decisions.

DEPARTMENT CHAIRPERSONS

205 Bergmann, Thomas J. and John T. O'Malley. The department chairperson in campus governance. The Journal of the College and University Personnel Association, 30(3): 7-17, Fall, 1979.

206 Edelson, Paul J. A descriptive study of the congruence between department chairmen and faculty perceptions of the role of department chairmen in selected collective bargaining and non-collective bargaining private higher education institutions. Ph.D. Dissertation, New York University, 1973.

207 Humphrey, Kenneth L. Department chairperson: attitude toward collective bargaining and perception of faculty-administration relationship at selected Michigan Community colleges. Ph.D. Dissertation, Michigan State University, 1979.

208 McLaughlin, Gerald W., et al. Roles and characteristics of department chairmen in state universities as related to level of decision-making. Research in Higher Education, VI: 329- , 1977.

209 Saks, Daniel H. How much does a department chairperson cost? Journal of Human Resources, 12: 535-40, Fall, 1977.

210 Uehling, Barbara S. Department chairperson perceptions of their position and future. Planning and Changing, 7(4): 171- , 1977.

DISCIPLINE AND DISMISSAL

211 Daponte, Kenneth J. Legal constraints on four-year private colleges in dismissing tenured faculty. Ed.D. Dissertation, University of Southern California, 1979.

212 Satryb, R. P. Disciplinary standards and procedures for the campus. Journal of the College and University Personnel Association, 30: 42-6, Spring, 1979.

213 Weeks, Kent M. Dismissal for cause. AGB Reports, 21(3): 18-22, May-June 1979.

DISCRIMINATION

214 Academic women show gains in combating sex discrimination. The New York Times, 1, July 15, 1980.

DISCRIMINATION (cont'd.)

215 Mazia, J. A. Sex discrimination in academia: representing the female faculty plaintiff. Golden Gate University Law Review, 9: 481-506, 1978-79.

216 More women on faculties; pay still lags...National Center for Education Statistics reports. The Chronicle of Higher Education, 8, September 29, 1980.

217 Pezzullo, Thomas R. and Barbara E. Brittingham, ed. Salary equity: detecting sex bias in salaries among college and university professors. Lexington, Mass: D.C. Heath, 1979.

218 Shulman, Carol H. The burden of compliance with federal regulations. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

219 Sorgman, Margo. No room at the top: sex discrimination in higher education, 1978. (ERIC #ED 168 375)

DISPUTE RESOLUTION

220 Birnbaum, Robert. Bargaining and conflict management; new structures for academic negotiation. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

221 Bowerman, Karen D. Conflict-handling by department heads in higher educational administration. Ph.D. Dissertation, Texas A&M University, 1979.

222 Courneya, Thomas E. The experience with fact-finding in Michigan post-secondary education faculty/administration collective bargaining disputes. Ed.D. Dissertation, Wayne State University, 1979.

223 Grant, Robert. New techniques of conflict resolution. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

224 McCarthy, Jane, ed. Resolving conflict in higher education. New Directions in Higher Education, September 1980.

DUE PROCESS

225 Begin, Richard L. Procedural "due process" remedies available to nontenured faculty in private, postsecondary education in New England in 1979. Ph.D. Dissertation, Walden University, 1980.

DUE PROCESS (cont'd.)

226 Buss, W.G. Easy cases make bad law; academic expulsion and the uncertain law of procedural due process. Iowa Law Review, 65: 1-101, October 1979.

227 Constitutional due process for academic dismissals. Howard Law Journal, 22: 713-25, 1979.

228 Constitutional law: due process in academic dismissal. Washburn Law Journal, 18: 134-43, Fall, 1978.

229 Constitutional law - procedural due process - university hearings regarding academic dismissal. New York Law School Law Review, 25: 134-49, 1979.

230 Due process and probationary faculty: Roth and Perry in retrospect. UCLA-Alaska Law Review, 8: 167-87, Spring, 1979.

231 Due process on campus. NCSCBHE Newsletter, 7(2): May-June 1979.

232 Foxman, Steven H. A comparative study of collectively negotiated and constitutionally guaranteed procedural due process rights as they relate to the non-retention of tenured and nontenured personnel in institutions of higher education in Pennsylvania. Ed.D. Dissertation, Temple University, 1979.

233 LaMorte, M. W. and R. B. Meadows. Educationally sound due process in academic affairs. Journal of Law and Education, 8: 197-214, April 1979.

234 Permanent temporary community college teachers and the due process clause. Pacific Law Journal, 11: 993-1011, July 1980.

235 Wolf, Benjamin. The gray area between due process and academic judgment. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

ELECTIONS

236 Bornheimer, Deane G. and Richard C. Lonsdale. The influence of a group supporting the no representation position on collective bargaining elections in higher education. Washington: Association for the Study of Higher Education, April 1979. (ERIC #ED 174 175)

237 Garbarino, Joseph W. An analysis of the Berkeley faculty election. (California Public Employment Relations), September 1980.

238 Stephens, David B. and Paul R. Timm. A comparison of campaign techniques in contested faculty elections: an analysis of the Florida experience. Journal of Collective Negotiations in the Public Sector, 7(2): 167-77, 1978.

EVALUATION

239 Baker, Jesse E. Criteria for faculty evaluation relating to teaching, research and service in higher education; an exploratory study of administrator reported priorities. Ph.D. Dissertation, Kansas State University, 1979.

240 Balch, Pamela M. Faculty evaluation in higher education: a review of court cases and implications for the 1980's. 1980. (ERIC #ED 187 285)

241 Berk, R. A. Construction of rating instruments for faculty evaluation; a review of methodological issues. Journal of Higher Education, 50: 650-69, September/October 1979.

242 Bevan, John M. Faculty evaluation and institutional rewards. 1979. (ERIC #ED 176 698)

243 Cashin, William E. Sources of information upon which to base evaluations of college teaching. Center for Faculty Evaluation and Development, Kansas State University, 1978.

244 Centra, John A. Determining faculty effectiveness. San Francisco: Jossey-Bass, 1979.

245 Centra, John A. Faculty development in higher education. Teachers College Record, 80(1): 188-201, September 1978.

246 Farmer, Charles H. Administrator evaluation: concepts, methods, cases in higher education. Richmond, Va.: Higher Education Leadership and Management Society, 1979.

247 Fincher, Cameron. Linking faculty evaluation and faculty rewards in the university. (Issues in Higher Education, No. 16) Atlanta, Ga.: Southern Regional Education Board, 1980. (ERIC #ED 187 275)

248 Greenwood, Gordon E. and Howard J. Ramagli, Jr. Alternatives to student ratings of college teaching. Journal of Higher Education, 51(6): 673-684, 1980.

249 Heie, Harold, et al. Professional development through growth contracts handbook. Wenham, Mass.: Gordon College, 1979.

250 Kirschling, Wayne C. Evaluating faculty performance and vitality. New Directions for Institutional Research, No. 20, 1978.

251 Marsh, H.W., et al. Class size, students' evaluations, and instructional effectiveness. American Educational Research Journal, 16: 57-60, Winter, 1979.

252 Muse, Corey J. Faculty evaluation. Improving College and University Teaching, 27: 43-46, Winter, 1979.

253 Myers, Catherine. Student ratings of professors exert growing influence. The Chronicle of Higher Education, 12, October 29, 1979.

EVALUATION (cont'd.)

254 Nordvall, Robert C. Evaluation and development of administrators. AAHE-ERIC/ Higher Education Research Report No. 6, 1979.

255 North, Joan and Stephen Scholl. Revising a faculty evaluation system; a workbook for decision-makers. 1978. (ERIC #ED 165 634)

256 O'Hanlon, James and Lynn Mortenson. Making teacher evaluation work. Journal of Higher Education, 51(6): 664-672, 1980.

257 Orpen, Christopher. The susceptibility of student evaluation of lecturers to situational variables. Higher Education, 9(3): 293-306, 1980.

258 Porter, William E. The evaluation of administrators in higher education: a survey of attitudes of administrators toward evaluation. Ed.D. Dissertation, Oklahoma State University, 1979.

259 Scheck, D. Peer evaluations of college instructors' teaching effectiveness: some critical concerns. College Student Journal, 13: 122-5, Summer, 1979.

260 Seldin, Peter. Successful faculty evaluation programs. Crugers, N.Y.: Coventry Press, 1979.

261 Spangler, R. K. Measurement of administrative effectiveness of the academic department head. Research in Higher Education, 291-303, June 1979.

262 Thorne, Gaylord L. Student ratings of instructors: from scores to administrative decisions. Journal of Higher Education, 51(2): 207-214, March/April 1980.

263 Tucker, Allan and Robert B. Mautz. Presidential evaluation: an academic circus. Educational Record, 6(3): 253-260, Summer, 1979.

FACULTY

264 Habbe, D. Future faculty employment levels, projected problems and possible solutions: a commentary. Journal of the College and University Personnel Association, 31: 31-7, Spring, 1980.

265 Lewis, Darrell L. and William E. Becker, eds. Academic rewards in higher education. Cambridge, Mass.: Ballinger Publ., 1979.

266 Medalie, Jerome. Faculty relations in non-unionized institutions. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

267 National Education Association. Higher education faculty: characteristics and opinions. Washington: NEA, 1979.

268 Pisapia, John R. Professional values and faculty unionism. Ed.D. Dissertation, West Virginia University, 1974.

269 Wilson, Logan. American academics: then and now. New York: Oxford University Press, 1979.

FACULTY ATTITUDES

270 Bergmann, T. J. and F. S. Hills. Departmental affiliation as a determinant of professors' attitudes toward collective bargaining: a case study. Journal of the College and University Personnel Association, 30: 48-55, Summer, 1979.

271 Carnahan, Robert E. An analysis of Seeman's factors of alienation (powerlessness, meaningless, normlessness, isolation and self-estrangement) and their relation to faculty attitudes toward collective bargaining. Ph.D. Dissertation, University of Pittsburgh, 1978.

272 Danese, Gino. Perceptions of bureaucracy and faculty satisfaction with participation in decision-making at unionized and non-unionized institutions of higher education. Ed.D. Dissertation, State University of New York, 1977.

273 Divine, Horace A. The familial and attitudinal components of collective bargaining choice in higher education. Ph.D. Dissertation, University of Washington, 1980.

274 Driscoll, James W. Attitudes of college faculties toward unions: two case studies. Missouri Labor Review, 101(5): 42-45, May 1978.

275 Galiano, Russell P. A predictive study of faculty attitudes toward collective bargaining in a selected institution of higher education. Ed.D. Dissertation, University of Southern Mississippi, 1977.

276 Harper, Earl. Faculty perceptions of economic aspects, structure and professionalism factors at unionized and non-unionized institutions of higher education in the northeast region of the United States. D.B.A. Dissertation, Texas Tech. University, 1979.

277 Hutto, Thomas A. A comparative analysis of the perceptions and attitudes of West Virginia legislators and higher education faculty toward the effect of collective bargaining on selected aspects of higher education. Ph.D. Dissertation, Ohio University, 1979.

278 Lagoe, Ronald J. Faculty attitudes and collective bargaining at three Ohio universities. Ph.D. Dissertation, Ohio University, 1979.

279 Lagotic, Frank J. Perceptions of trust-mistrust held by community college faculty of administrations at institutions that have had little or no experience with collective bargaining. Ph.D. Dissertation, University of Florida, 1977.

280 Little, Teddy. A survey of the attitudes of the faculty of a selected southern university toward collective bargaining. Ph.D. Dissertation, University of Southern Mississippi, 1979.

281 Minus, Tony. A comparison of attitudes of faculty members toward collective negotiations at selected public and private institutions of higher education. Ed.D. Dissertation, George Washington University, 1974.

FACULTY ATTITUDES (cont'd.)

282 Neumann, Y. Determinants of faculty attitudes toward collective bargaining in university graduate departments: an organizational climate approach. Research in Higher Education, 10: 123-38, April 1979.

283 Owen, William R. Why professors choose collective bargaining - the Michigan experience. Ph.D. Dissertation, Michigan State University, 1979.

284 Plumley, Virginia D. Relationship between faculty concerns and their attitude toward collective bargaining at Marshall University. Ph.D. Dissertation, Kent State University, 1978.

285 Ramsey, Michele L. Faculty attitudes towards collective bargaining in nonbargaining private four-year institutions of higher education in Kansas. Ph.D. Dissertation, Kansas State University, 1979.

286 Taylor, James R. A study of the attitudes of faculty members at selected Southern Baptist colleges and universities toward collective bargaining and their relationship to specific demographic variables. Ed.D. Dissertation, Florida State University, 1979.

287 Wilson, Bennie J. Faculty and administrator attitudes regarding unionism before and after unionization in institutions of higher education. Ed.D. Dissertation, Auburn University, 1979.

FACULTY ORGANIZATIONS

288 Assuring stability in collective bargaining. NCSCBHE Newsletter, 7(3): August-September 1979.

289 Bornheimer, Deane G. Groups influencing the outcome of a faculty union vote: the AAUP and the faculty committee for self-governance at N.Y.U. New York, 1979.

290 Ceddia, Anthony F. The effects of union exclusion on intergroup work behavior in the Massachusetts State College system. Ed.D. Dissertation, University of Massachusetts, 1980.

291 Hermann, Robert L. A history of the efforts by the South Dakota higher education faculty association to become the collective bargaining unit for state institutions under the jurisdiction of the Regents of education: 1969-1974. Ed.D. Dissertation, University of South Dakota, 1979.

292 Knott, Ildiko. Union accountability: the duty of fair representation. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

293 Lester, Jeanette A. The American Federation of Teachers in higher education: a history of union organization of faculty members in colleges and universities, 1916-1966. Ed.D. Dissertation, University of Toledo, 1968.

FACULTY ORGANIZATIONS (cont'd.)

294 Litchfield, Edward H. Organization in large American universities: the faculties. The Journal of Higher Education, 50(4): 463-476, July/August 1979.

295 Richardson, R.C. Can faculty unions provide leadership on educational issues? Community College Review, 7: 17-21, Fall, 1979.

296 Thomas, C. R. Faculty union presidents in academe: leadership behaviors and participation strategies. Ed.D. Dissertation, West Virginia University, 1980.

FISCAL ISSUES

297 Badillo, Herman. A governmental perspective on the funding of higher education. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

298 Bledsoe, Gerie. The economic environment in the eighties, II. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

299 Caruthers, Kent and Melvin Orwig. Budgeting in higher education. Washington: American Association for Higher Education, 1979.

300 Cheit, Earl F. The benefits and burdens of federal financial assistance to higher education. American Economic Review, 67(1): 90-95, February 1977.

301 Dorf, Gerald L. What does the contract cost in dollars and cents? New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

302 Hollander, T. Edward. The economic environment in the eighties, I. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

303 Inflation - spectre at the table. New York: NCSCBHEP Newsletter, 8(3): September-October 1980.

304 Jascourt, H.D., ed. How to cope with collective bargaining in times of fiscal crisis (a symposium). Journal of Law and Education, 9: 221-49, April 1980.

305 Paterson, Basil A. The economic impact of collective bargaining. New York: NCSCBHE Proceedings of the Seventh Annual Conference, April 1979.

306 White, Everett E. An economic analysis of the causes of unionization of college faculty. Ph.D. Dissertation, Virginia Polytechnic Institution, 1979.

FRINGE BENEFITS AND PENSIONS

307 Fields, Cheryl M. 'Unisex' table for pensions stirs (legal) questions. The Chronicle of Higher Education, 1, 5, May 5, 1980.

308 Fields, Cheryl M. U.S. employment panel to sue TIAA over equal pensions for men, women. The Chronicle of Higher Education, 1, 13, December 1, 1980.

309 King, Francis P. and Thomas J. Cook. Benefit plans in higher education. New York: Columbia University Press, 1980.

GOVERNANCE

310 Academic Senate for California Community Colleges. The role of academic senates in California community colleges; a position paper. Sacramento: 1978.

311 Alvarado, Andrew J. Academic collective bargaining and the governance of the public two-year college. Ed.D. Dissertation, University of California, Los Angeles, 1978.

312 Beloch, Shirley. A proposed alternative to the decision-making structure at Castleton State College. November 1979. (ERIC #ED 174 294)

313 Berdahl, Robert, et al. Statewide coordination and governance of post-secondary education...quality, costs and accountability: the major issues of the '80's. Wayzate, Minn.: Spring Hill Center, 1978.

314 Bunzel, John. College professors: do they have managerial status? The Wall Street Journal, 20, September 29, 1978.

315 Carhart, John I. and Charles C. Collins. Governance: a community college model. Community College Press, 1977.

316 Chandler, Margaret K. and Daniel J.Julius. Faculty vs. administration: rights issues in academic collective bargaining. New York: National Center for the Study of Collective Bargaining in Higher Education, 1979.

317 Chandler, Margaret K. and Daniel J. Julius. Rights issues in academic bargaining. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

318 Childers, Marie E. Academic decision-making structure. Ed.D. Dissertation, Indiana University, 1979.

319 Cleary, R.E. Trustee-president authority relations. Educational Record, 60: 146-58, Spring, 1979.

320 Corson, John J. Management of the college or university: it's different. Tucson: University of Arizona, Center for the Study of Higher Education, 1979.

321 Cowley, W.H. (ed. by Donald T. Williams, Jr.) President, professors and trustees; the evaluation of American academic government. San Francisco: Jossey-Bass, 1980.

322 Douglas, Joel M. The impact of collective bargaining on governance. PERS Information Bulletin, January-February 1979.

323 Duryea, E.D. Perceptions of faculty - governing board relations, 1900-1969. Buffalo: State University of New York, 1979.

324 Ecker, George. The relationship of institutional size and complexity to faculty autonomy: a reconsideration and caution. Research in Higher Education, 11(4): 295-308, 1979.

325 Forest, Robert F. The development of a new faculty governance model for Castleton State College post collective bargaining. Ed.D. Dissertation, Nova University, 1979.

326 Gannon, Philip J. Analysis of opinions of voters and key educational leaders toward governance of postsecondary education in Michigan. Ph.D. Dissertation, Michigan State University, 1979.

327 Giallombardo, Sylvia J. Expectations held for the role of dean as perceived by provosts, chairs and deans themselves in selected collective and non-collective bargaining private institutions of higher education in the United States. Ph.D. Dissertation, New York University, 1979.

328 Green, Clarence D. Collective bargaining and power at Wayne State University from 1969 to 1976. Ph.D. Dissertation, Wayne State University, 1978.

329 Hills, Frederick S. and Thomas A. Mahoney. University budgets and organizational decision-making. Administrative Science Quarterly, 23(3): 454-465, September 1978.

330 Hooper, Charles E. Faculty union contracts and higher education administration: a study to conceptually analyze provisions of faculty union contracts that intrude on the governance of public higher education administration. Ed.D. Dissertation, West Virginia University, 1977.

331 Jones, Sherman J. Faculty involvement in college and university decision-making. Ed.D. Dissertation, Howard University, 1978.

332 Kemerer, Frank R. The clouded future of faculty governance. Educational Forum, 42(2): 233-243, January 1978.

333 Khalaf, Omar M. An analysis of faculty perceptions of the performance of governing boards in academic affairs and alternate patterns of governance in institutions of higher education. Ph.D. Dissertation, North Texas State University, 1979.

334 Lahti, Robert E. Management and governance in the two-year college. (Paper presented at Annual Convention of American Association of Community and Junior Colleges, Chicago, May 1979). (ERIC #ED 169 984)

335 Lee, Barbara A. The effect of faculty collective bargaining on academic governance at four-year colleges and universities. (Paper presented at annual meeting of American Educational Research Association, Toronto, Ontario, March 1978).

336 Lee, Barbara A. Governance at unionized four-year colleges: effect on decision-making structures. The Journal of Higher Education, 50(5): 565-585, September/October 1979.

337 Lefebvre, Jeanne M. Toward a credible authority: selected national efforts to renew academic governance structures between 1964 and 1974. Ph.D. Dissertation, Georgetown University, 1978.

338 Manilla, S. James. Governance and leadership in the 80's: role of planning, management and evaluation in decision-making. (Paper presented at Annual Convention of American Association of Community and Junior Colleges, Chicago, May 1979). (ERIC #ED 169 999)

339 Marks, Kenneth E. A study of the congruence between faculty and administrator perceptions of governance changes at selected four-year institutions that have negotiated collective bargaining contracts and those that have voted "no-agent". Ph.D. Dissertation, Iowa State University, 1978.

340 Mathews, James D. The history of the negotiability of governance in higher education under New York State Taylor Law. Journal of Collective Negotiations in the Public Sector, 9(3): 195-202, 1980.

341 Michaelis, Dennis F. Faculty, administrator, and trustee attitudes about collective bargaining and governance issues in the Kansas public community colleges. Ph.D. Dissertation, Kansas State University, 1979.

342 Millett, John D. Management, governance and leadership: a guide for college and university administrators. N.Y.: American Management Association, 1980.

343 Napolitano, Frank A. A study of the perceptions of key administrators and faculty of the effects of collective bargaining on governance in institutions of higher education. Ph.D. Dissertation, University of Connecticut, 1978.

GOVERNANCE (cont'd.)

344 Neumann, Y. Perception of power in university departments: a comparison between chairpersons and faculty members. Research in Higher Education, 11(4): 283-93, 1979.

345 Norris, Robert G. Governance of higher education: a review of relevant court cases. Florida State University, 1978. (ERIC #ED 152 198)

346 Perlman, Daniel H. Democracy in the university: a case study of campus-wide governance at Roosevelt University. Washington: Academy for Educational Development, February 1976. (ERIC #ED 180 276)

347 Pettit, Lawrence K. Implementing a new governance system for higher education in Montana. (Final report of First Commissioner of Higher Education to the Montana Board of Regents of Higher Education, December 1978). (ERIC #ED 167 029)

348 Rehder, R.R. Bureaucratic drift in the governance of higher education: insights from organization theory. Educational Technology, 19: 7-15, July 1979.

349 Richardson, R.C., Jr. and E. Riccio. Collective bargaining and faculty involvement in governance. Community College Review, 7: 60-5, Winter, 1980.

350 Ringer, Fritz. Academic governance and collective bargaining. Academe, 66: 41-4, February 1980.

351 Schwartz, Stanley J. A study of the effect of collective bargaining on four selected universities in the Commonwealth of Pennsylvania. Ed.D. Dissertation, Temple University, 1979.

352 Tuminia, Philip A. An assessment of the impact of collective bargaining on academic governance within New Jersey public institutions of higher education. Ed.D. Dissertation, Temple University, 1979.

353 Van de Graaf, John H., et al. Academic power: patterns of authority in seven national systems of higher education. N.Y.: Praeger Publishers, 1978.

354 Volkwein, J. Fredericks. Campus priorities and resources: the decision-making process at the State University of New York at Albany, 1975 and 1976. September 23, 1977. (ERIC #ED 154 733)

GOVERNMENT REGULATIONS

355 Finn, Chester E. Scholars, dollars and bureaucrats. Washington, D.C.: The Brookings Institution, 1978.

356 Glenny, Lyman A. and Frank A. Schmidtlein. The role of the state in the governance of higher education. Stanford, Calif.: Institute for Research on Educational Finance and Government, 1980.

357 Hook, Sidney, et al. The university and the state; what role for government in higher education? Buffalo, N. Y.: Prometheus Books, 1978.

358 Stein, Ronald H. Impact of federal intervention on higher education. Research in Higher Education, 10(1): 71-82, 1979.

GRIEVANCE PROCEDURES

359 Duane, Michael J. Faculty grievances: an aid to the college administrator. Journal of Collective Negotiations in the Public Sector, 8(3): 279-290, 1979.

360 Montanari, Marjorie J. An analysis of the processing of faculty grievances in Pennsylvania community colleges 1970-1976. Ed.D. Dissertation, University of Pittsburgh, 1978.

361 Orze, Joseph J. Role one on grievances. AGB Reports, 21(2): 40-43, March-April 1979.

362 Plyler, Chris P. The grievance appeals process in the State University System of Florida. Ph.D. Dissertation, Florida State University, 1978.

HEALTH CARE INSTITUTIONS

363 Coudret, Nadine E. Faculty workload in undergraduate nursing programs. Ed.D. Dissertation, Indiana University, 1980.

364 Demarco, K., et al. Pilot study of the initial bargaining demands by newly-organized employees of health care institutions. Labor Law Journal, 29: 275-91, May 1978.

365 Farkas, E.C. National labor relations act: the health care amendments. Labor Law Journal, 29: 259-74, May 1978.

366 Klover, Jon A., et al. Contemporary perceptions of unionization in the medical profession: a study of attitudes of unionized and non-unionized physicians. Journal of Collective Negotiations in the Public Sector, 9(2): 107-117, 1980.

HEALTH CARE INSTITUTIONS (cont'd.)

367 McMenemy, Agnes C. The history of collective bargaining in professional nursing in Michigan. Ed.D. Dissertation, Wayne State University, 1979.

368 Tate, Ellienne T. A model for determining faculty workload in schools of nursing. Ed.D. Dissertation, Louisiana State University, 1978.

HEALTH CARE INSTITUTIONS-COURT CASES

369 Baylor University Medical Center v. NLRB, (Case No. 76-1940, January 22, 1979). Labor Relations Reporter, 100: LRRM 2340-2346, February 5, 1979. NLRB which had ruled that nonprofit hospital could not enforce its no solicitation, no-distribution rule in hospital's cafeteria, is ordered to reconsider in light of U.S. Supreme Court's decision in Beth Israel Hospital v. NLRB (698 LRRM 2727).

HEALTH CARE INSTITUTIONS-ELECTIONS

370 New York Federation of Physicians and Dentists has affiliated with the AFT, the first time a physician's union has become part of AFL-CIO. Gov't. Employee Relations Report, 856: 25, April 7, 1980.

HEALTH CARE INSTITUTIONS-INTERNS AND RESIDENTS

371 Andrews, Mary A. Housestaff physicians and interns press for bargaining rights. Monthly Labor Review, 101(8): 30, August 1978.

372 Physicians National House Staff Association v. Murphy (CA DC, No. 78-1209, April 2, 1979). Gov't. Employee Relations Report, 805: 14-15, April 9, 1979. U.S. Court of Appeals for District of Columbia Circuit overturns 1976 decision of NLRB that hospital interns and residents are students outside protection of NLRA. House staff associations predict wave of organizing activity.

373 NLRB asks Court to reconsider ruling that medical residents have right to bargain collectively. If this is denied, NLRB can appeal case to Supreme Court. Higher Education Daily, 5-6, May 4, 1979.

374 U.S. Court of Appeals for District of Columbia has ordered rehearing on decision that medical residents in private hospitals have the right to join a union and bargain collectively...rejecting 1976 ruling by NLRB that they are students not employees. The Chronicle of Higher Education, 2, June 18, 1979.

HEALTH CARE INSTITUTIONS-INTERNS AND RESIDENTS (cont'd.)

375 House rejects Bill H.R. 2222 to include interns and residents under National Labor Relations Act. Higher Education Daily, 5, November 30, 1979.

376 District of Columbia Board of Labor Relations orders D.C. General Hospital to negotiate with Physicians National House Staff Union over dispute in emergency room schedules. Gov't. Employee Relations Report, 856: 21-22, April 7, 1980.

377 Physicians National House Staff Association v. The Regents of the University of California. Higher Education Daily, 5, May 7, 1980. Medical school residents at University of California plan to appeal state labor board decision that denied them right to unionize.

378 Physicians National House Staff Association decides to place emphasis on organizing rather than on lobbying for government or court action to bring them under protection of NLRA...delegates to Ninth National Assembly told. Gov't. Employee Relations Report, 865: 22-23, June 9, 1980.

379 U.S. District Court of Appeals (D.C.) has ruled that a decision by the National Labor Relations Board that medical residents in private hospitals do not have the right to bargain collectively is not subject to review by the courts. The Chronicle of Higher Education, 2, July 28, 1980.
(See also Court Cases-Supreme Court.)

HEALTH CARE INSTITUTIONS-STRIKES

380 Resident doctors and interns at Boston City Hospital end strike and agree to new 2-year contract. Gov't. Employee Relations Report, 869: 19-20, July 7, 1980.

381 In New York City, staff doctors who struck municipal hospitals in January have been fined under provisions of the state's Taylor Law. Gov't. Employee Relations Report, 812: 26-27, May 28, 1979.

382 New York City Health and Hospitals Corp. v. Committee of Interns and Residents (No. 40125/79 March 1, 1979). Labor Relations Reporter. Decisions of the Courts. 103 LRRM 2475-2526, February 25, 1980. Committee of interns and residents will not be held in criminal contempt for disobeying court's order prohibiting proposed one-day work stoppage to protest cutback in services.

383 Nonmedical workers at Temple University Hospital in Philadelphia end 10-day strike and ratify 2-year contract. Gov't. Employee Relations Report, 820: 26, July 23, 1979.

384 Temple University Hospital struck by Pennsylvania Nurses Association. Gov't. Employee Relations Report, 810: 24, May 14, 1979 and 812: 25, May 28, 1979.

HEALTH CARE INSTITUTIONS-TENURE

385 Henry, Joanne K. Current tenure practices in schools of nursing. Ed.D. Dissertation, University of Virginia, 1979.

HEALTH CARE INSTITUTIONS-UNIT DETERMINATION

386 Albany Medical College of Union University and Service Employees Union, AFL-CIO. (Case No. 3-RC-7089, December 18, 1978, 239 NLRB No. 106). Labor Relations Reporter. Decisions of the NLRB. 100 LRRM, 1279-82, February 26, 1979. Unit determination principles utilized for health-care industry are inapplicable since medical college is not health-care institution.

387 Bumpass, T. M. Appropriate bargaining units in health care institutions: an analysis of congressional intent and its implementation by the National Labor Relations Board. Boston College Law Review, 20: 867-923, July 1979.

388 Morales, G. Unit appropriateness in health care institutions. Labor Law Journal, 30: 174-9, March 1979.

389 Registered nurse bargaining units: undue proliferation? Missouri Law Review, 45: 348-57, Spring, 1980.

LEGAL ISSUES

390 Academic judgment in the courts. New York: NCSCBHEP Newsletter, 8(3): September-October 1980.

391 Are they "protected employees"? NCSCBHE Newsletter, 7(2): May-June 1979.

392 Beckham, Joseph. Reasonable independence for public higher education: legal implications of constitutionally autonomous status. Journal of Law and Education, 7(2): 177-192, April 1978.

393 Berrier, Paul R. Legal aspects of faculty employment: tenure, contracts, and dismissal in the community colleges and technical institutes in North Carolina. Ed.D. Dissertation, University of North Carolina, 1979.

394 Bress, Joseph M. The legal environment in the eighties. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

395 Brown, Frank. Collective bargaining, a new common law for college professors. Educational Evaluation and Policy Analysis, 2(1): 71-6, January-February 1980.

396 Edwards, Harry T. and Virginia D. Nordin. Higher education and the law. Cambridge, Mass.: Harvard University, Institute for Educational Management, 1979.

397 Grimstead, Kenneth. Prohibited practices in collective bargaining in public education. Topeka, Kansas: National Organization on Legal Problems of Education, 1979.

LEGAL ISSUES (cont'd.)

398 Hollander, Patricia A. Legal handbook for educators. Boulder, Colorado: Westview Press, 1978.

399 Importance of being private: judicial intervention into dismissal policies of private colleges and universities. Washington & Lee Law Review, 35: 1027-41, Fall, 1978.

400 Kaplin, William A. The law of higher education - legal issues of administrative decision-making. San Francisco: Jossey-Bass, 1979.

401 Kaplin, William A. The law of higher education, 1980. San Francisco: Jossey-Bass, 1980.

402 Kryvoruka, K.J. Church, the state and the national labor relations act: collective bargaining in the parochial schools. William and Mary Law Review, 20: 33-83, Fall, 1978.

403 Najita, Joyce M. and Lester E. Cingcade. The experience of Hawaii judiciary in employment and collective bargaining. Honolulu: University of Hawaii, Industrial Relations Center, May 1979.

404 Ramsey, Michele L. The legal base for collective bargaining in private higher education. Educational Considerations, 6(2): 8-9, Winter, 1979.

405 Young, D. Parker, ed. Higher education: the law and the 1980's in perspective. (Proceedings of a conference, July 9-10, 1979) Athens, Georgia: University of Georgia, Institute of Higher Education, 1979.

406 Young, D. Parker, ed. The yearbook of higher education law, 1979. Topeka, Kansas: National Organization on Legal Problems of Education, 1979.

407 Yurko, R. J. Judicial recognition of academic collective interests: a new approach to faculty Title VII litigation. Boston University Law Review, 60: 473-541, May 1980.

LEGISLATION

408 Chanin, Robert. Legislative landmarks. I. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979

409 Henkel, Jan W. Collective bargaining in higher education: state legislatures still hold purse strings. Labor Law Journal, 353-367, June 1980.

410 Legislation to permit or prohibit collective bargaining at public colleges and universities is being considered in at least a dozen states, with only two - Illinois and Wisconsin - given a chance of passing. The Chronicle of Higher Education, 6, May 7, 1979.

411 Ross, Doris. Cuebook: state education collective bargaining laws. Denver: Education Commission of the States, n.d.

LEGISLATION-BY STATE

LEGISLATION-CALIFORNIA

412 Alleyne, R. Instituting collective bargaining at California's universities and colleges: the outlines of HEERA. Hastings Law Journal, 31: 563-615, January 1980.

413 Baldridge, J. Victor and Barbara Adams. The shakeup in California higher education. AAHE Bulletin, 31(10): June 1979.

414 Bartnick, Stanley J. Legislative landmarks: California. II. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

415 California disclosure law challenged by University of California...recent amendment to California Information Practices Act of 1977 permits persons considered for faculty positions to have direct access to evaluations in personnel files. The Chronicle of Higher Education, 2, January 22, 1979.

416 Garbarino, Joseph W. Proposition 13 and faculty organizing under Higher Education Employer-Employee Relations Act. California Public Employee Relations, December 1978.

417 Higher Education Employer-Employee Relations Act: an overview. (Plus full-text) California Public Employee Relations, #39 Supplement, December 1978.

418 Legislation to create single governing board for California's higher education system including 9 campuses of University of California, 19 campuses of California State University and Colleges, and 106 community colleges has been introduced in state senate. The Chronicle of Higher Education, 2, March 19, 1979.

419 Watkins, Beverly T. Proposition 13 and higher education. The Chronicle of Higher Education, 3-4, May 29, 1979.

420 Wollett, Donald H. HEERA: a look at New York experience and California prospects. California Public Employee Relations, #39 Supplement, December 1978.

LEGISLATION-COLORADO

421 Gregory, Mary V. Proposed public sector bargaining legislation for Colorado. University of Colorado Law Review, 51(1): 107-34, Fall, 1979.

LEGISLATION-ILLINOIS

422 Tenure bill in Illinois becomes law; provides community college faculty members with tenure after three consecutive years of probationary service. ACBIS Fact Sheet #66, December 1979.

LEGISLATION-WASHINGTON

423 Legislation that would allow bargaining at 4-year institutions in State of Washington has passed state senate but is stalled in lower house committee. ACBIS Fact Sheet #58, April 1979.

LEGISLATION-WISCONSIN

424 Pending legislation in Wisconsin. NCSCBHE Newsletter, 7(5): December 1979.

425 Wisconsin Senate defeats bill that would have granted right to unionize to University of Wisconsin faculty members. The Chronicle of Higher Education, 2, March 24, 1980.

LEGISLATION-MEXICO

426 Alvarez, Manuel B. Collective bargaining in public universities; a comparative study of Mexican and American law. (Unpublished manuscript) 1978.

427 Lower House of Mexico's Congress passes bill making national union of university employees illegal...union threatens to call strike to demand legal recognition at 27 universities where it has affiliates. The Chronicle of Higher Education, 13, October 27, 1980.

LIBRARIANS, ACADEMIC

428 Caynon, William A. A study of the relationship between collective bargaining environments and the professional development activities of academic librarians. Ph.D. Dissertation, Indiana University, 1980.

429 Marko, Lynn. Librarians in faculty unions -- a case study. American Libraries, 10(4): 195-197, April 1979.

430 Person, Roland. Library faculty evaluation: an idea whose time continues to come. Journal of Academic Librarianship, 5(3): 142-147, July 1979.

431 Weatherford, J. Collective bargaining and the academic librarian, 1976-1979. Library Journal, 107: 481-2, February 1980.

LONG-RANGE PLANNING

432 Balderston, Frederick E. Challenge for the universities: managing through the transitions of the 1980's. International Journal of Institutional Management in Higher Education, 3(1): 21-32, May 1979.

LONG-RANGE PLANNING (cont'd.)

433 Glover, Robert H. A contingency approach to planned change in colleges and universities. Ph.D. Dissertation, Duke University, 1980.

434 Linney, Thomas J. Professional management and academic planning: some recent considerations. AAHE-ERIC Higher Education Research Currents, May 1980.

435 Nevison, Christopher H. Effects of tenure and retirement policies on the college faculty: a case study using computer simulation. Journal of Higher Education, 51(2): 150-166, March/April 1980.

436 Stunard, E. Arthur. An analysis of the long-range planning processes being used in selected institutions of higher education. Ed.D. Dissertation, Loyola University of Chicago, 1980.

437 Wiseman, Charles. New foundations for planning models. Journal of Higher Education, 50(6): 726-744, November/December 1979.

MANAGEMENT RIGHTS

438 Stalcup, Robert and Jerry Bryant. Don't be wrong about management rights - be specific. Community and Junior College Journal, 49(2): 18-22, October 1978.

NATIONAL LABOR RELATIONS BOARD

439 Lee, Jerry C. The impact that selected National Labor Relations Board decisions have had on certain aspects of academic administration at private colleges and universities. Ed.D. Dissertation, Virginia Polytechnic Institute and State University, 1977.

440 Religion clauses and NLRB jurisdiction over parochial schools. Notre Dame Law, 54: 263-87, December 1978.

441 Warner, Robert J. NLRB jurisdiction over parochial schools. Northwestern University Law Review, 73: 463-502, October 1978.

NLRB DECISIONS-BY STATE

NLRB DECISIONS-ARKANSAS

442 National Labor Relations judge orders Philander Smith College in Arkansas to reinstate two faculty members who were fired for criticism of administration. The Chronicle of Higher Education, 2, September 17, 1979.

NLRB DECISIONS-CALIFORNIA

443 College of Notre Dame, (20-RC-14787; 245 NLRB No. 45, September 26). (Decisions on review). Weekly Summary of NLRB Cases, W-1671: 47, October 3, 1979. Private, non-profit college's operation does not involve"substantial religious purpose" Board asserts; directs election to determine if employer's service and maintenance workers desire representation. Agree that NLRB v. Catholic Bishop of Chicago, (440 U.S. 490, 59 L.Ed. 2d 533 (1979)) in which Supreme Court decided Board did not have jurisdiction over high schools operated by Roman Catholic Church, was not controlling in this proceeding.

NLRB DECISIONS-CONNECTICUT

444 University of Connecticut and University of Connecticut Chapter, AAUP. (Conn. State Board of Labor Relations, Case No. SPP-4944, Decision No. 1817, October 22, 1979). Gov't. Employee Relations Report, 841: 13-14, December 17, 1979. State Board dismisses complaint by AAUP Chapter that university illegally refused to bargain collectively with summer session teaching faculty, concluding they were not part of bargaining unit.

NLRB DECISIONS-DISTRICT OF COLUMBIA

445 University of District of Columbia Faculty Association/NEA v. University of District of Columbia. (Case No. T4001, December 22, 1978). Gov't. Employee Relations Report, 794: 17-18, January 22, 1979. Board finds university failed to offer teacher full-time job after lay-off from college that eventually merged with University of District of Columbia.

NLRB DECISIONS-MASSACHUSETTS

446 Service Employees Local 925 v. Trustees of Boston University. NLRB orders Boston University to start contract talks with union representing non-supervisory librarians, despite college contention that union is not appropriate because unit includes professional librarian. Higher Education Daily, 5, March 16, 1979.

447 NLRB to reopen college union cases at Boston University and at Salem College in light of Yeshiva...Boston case originally dealt with unionization of department heads, however, NLRB has been asked to reopen case so that managerial status of all faculty can be examined. Higher Education Daily, 1, September 29, 1980.

NLRB DECISIONS-MISSOURI

448 Drury College and American Association of University Professors. (Case No. 17-CA-8891, August 31, 1979, 244 NLRB No. 92). Labor Relations Reporter. Decisions of NLRB. 102 LRRM 1166. Employer contends that association is not labor organization because it is dominated and controlled by supervisors and/or managerial employees.

NLRB DECISIONS-NEW MEXICO

449 In first decision since Supreme Court ruling, regional director of NLRB rules that most faculty members at University of Albuquerque are managerial employees who do not have right to bargain collectively... faculty union appeals to full NLRB in Washington. The Chronicle of Higher Education, 7, August 25, 1980.

NLRB DECISIONS-NEW YORK

450 Ithaca College and Ithaca College Faculty Association. (Case No. 3-CA-8962, August 22, 1979, 244 NLRB No. 54). Labor Relations Reporter. Decisions of National Labor Relations Board, 102(3): 102 LRRM 1066-67, September 10, 1979. Employer's refusal to bargain with certified unit of full-time faculty despite contention that they are managerial/supervisory personnel, found unlawful.

NLRB DECISIONS-NORTH CAROLINA

451 National Labor Relations Board has ruled that a Supreme Court decision on the application of the National Labor Relations Act to parochial schools applies only to elementary and secondary institutions and not to colleges and universities. Ruling came in two separate cases — Barber-Scotia College in North Carolina and the College of Notre Dame in California which had contended that they were church-operated schools excluded from collective bargaining by decision in NLRB v. Catholic Bishop of Chicago. The Chronicle of Higher Education, 13, October 15, 1979.

NLRB DECISIONS-WEST VIRGINIA

452 Salem College and West Virginia Education Association. (Case No. 6-CA-12534, September 28, 1979, 245 NLRB No. 145). Labor Relations Reporter. Decisions of the NLRB. 102 LRRM 1391, October 29, 1979. NLRB orders college to recognize faculty organization as exclusive representative of teaching faculty; despite administration contention that faculty members are managerial employees. (See also NLRB Decisions-Massachusetts).

NON-FACULTY

NON-FACULTY - COLLECTIVE BARGAINING

453 The Office and Professional Employees Union, now claiming membership of 110,000 employees at colleges, banks and insurance companies, plans to expand activities among clerical and office employees at colleges. New York Times, September 23, 1979.

454 Wasserman, Don. Bargaining with non-professionals. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

NON-FACULTY - COURT CASES

455 California Supreme Court reverses lower court's endorsement of 1975 state law that would have required University of California to consider "prevailing wages" in setting pay of non-academic employees...first time a California statute has been nullified on grounds that it infringed on governing authority of university's Board of Regents. The Chronicle of Higher Education, 10, April 28, 1980.

456 (California) United Stanford Employees, Local 680, Service Employees International Union, AFL-CIO v. NLRB (No. 77-4038, April 26, 1979). Labor Relations Reporter. Decisions of the Courts. 101(5): 2212-14, May 21, 1979. Union that required that bargaining unit members be full-fledged union members "as condition of employment" violated Section 8(6)(1)(A) of LMRA. (See Non-Faculty - NLRB Decisions)

457 (Connecticut) Johnson v. University of Bridgeport (U.S. District Court, District of Connecticut. Nos. Civil B-75-66 and B-74-126, November 20, 1979). Labor Relations Reporter. Decisions of the Courts. 102(33): 21 FEP Cases, 675-677, December 22, 1979. Female employees affected by employer's discriminatory pay practices are entitled to interest at six percent on total back-pay award.

458 (Connecticut) University of New Haven and Amalgamated Industrial Union, Local 76B, et al. (Case Nos. 1-CB-4167 and 1-RC-15653, December 4, 1979, 246 NLRB No. 124). Labor Relations Reporter. Decisions of NLRB. 102 LRRM 1666, December 24, 1979. Union did not interfere with election since invitation to employees to vote does not constitute electioneering.

459 (North Carolina) Central Piedmont Community College found guilty of sex bias against 5 clerical employees. The Chronicle of Higher Education, 2, October 22, 1979.

NON-FACULTY - COURT CASES (cont'd.)

460 (North Carolina) Petition for review by U.S. Supreme Court made by women workers at Central Piedmont Community College who claim they had supervisory duties but were classified as clerical workers. Higher Education Daily, 5, December 11, 1980.

461 (Ohio) Dunlop v. Kent State University. (U.S. District Court, Northern District of Ohio. C 75-550, April 13, 1976; Memorandum and Order, October 6, 1976; Judgment February 18, 1977). Labor Relations Reporter. Decisions of the Courts, 102(9): 20 FEP 1213-1218, September 29, 1979. State university violated Equal Pay Act by paying female employees lower wage rate than male employees where job performed was substantially equal.

462 (Texas) Haskell v. Rice University. (No. 4-77-36, April 11, 1979. Labor Relations Reporter, 101(11): 19 FEP 1209-11, June 9, 1979. Rejected job applicant failed to show he had necessary typing skills for position of accounting clerk filled by female applicant.

NON-FACULTY - ELECTIONS

463 Clerks, custodians and other non-teaching and non-administrative civil service employees of Bowling Green State University, Ohio vote against representation for purposes of bargaining with the University. Gov't. Employee Relations Report, 830: 29-30, October 1, 1979.

NON-FACULTY - NLRB DECISIONS

464 (California) Stanford University union representing maintenance and service personnel has agreed to post notice on campus stating that employees do not have to be union members. The Chronicle of Higher Education, 2, November 5, 1979. (See Non-Faculty - Court Cases)

465 (Massachusetts) National Labor Relations Board has ordered Boston University to begin bargaining with unit of clerical, technical and service employees after University refused to bargain. ACBIS Fact Sheet #60, June 1979.

466 (Massachusetts) Trustees of Tufts College and Local 925, Service Employees, AFL-CIO-CIC, (Case No. 1-RC-16510, August 27, 1980, 251 NLRB No. 108). Labor Relations Reporter. Decisions of National Labor Relations Board, 105 LRRM 1179-84, September 29, 1980. Separate unit of clerical and technical employees on one of college's two-campuses is appropriate for bargaining.

NON-FACULTY - PERSONNEL POLICIES

467 Nicewander, Dennis R. A study of the non-faculty, non-classified university employees. Ed.D. Dissertation, Florida Atlantic University, 1977.

NON-FACULTY - STRIKES

468 Two unions representing 350 striking secretaries, technical workers and librarians at Boston University return to work after 18-day strike. The Chronicle of Higher Education, 2, April 30, 1979.

469 420 cafeteria, library and clerical workers went on strike at Columbia University after negotiations for a new 2-year contract broke down. The Chronicle of Higher Education, 2, April 2, 1979.

470 Support staff members at Ontario's community colleges end 3-week strike. The Chronicle of Higher Education, 2, February 20, 1979.

471 Striking laborers at three campuses of Montana University System return to work after 8-week job action. Gov't. Employee Relations Report, 856: 29, April 7, 1980.

472 Food service workers at Princeton University on strike after 3 months of contract negotiations. The Chronicle of Higher Education, 7, May 14, 1979.

473 Six-week strike by maintenance workers ends at 22 of Quebec province's 46 two-year colleges. The Chronicle of Higher Education, 17, March 10, 1980.

474 Separate unions of campus security officers and university housekeeping employees which struck the University of Pennsylvania have returned to work after ratifying new contracts. The Chronicle of Higher Education, 10, September 2, 1980.

475 Pact ends one-week strike by UAW clericals at Wayne State University, 878: 25, September 8, 1980.

476 18-day strike by nonteaching employees of Western Michigan University ends as 520 strikers return to work after accepting 3-year contract. Gov't. Employee Relations Report, 827: 23, September 10, 1979.

PART-TIME FACULTY

477 Abel, Emily. The view from the bottom: the impact of Proposition 13 on part-time faculty. (Paper presented at annual conference of Modern Languages Association, San Francisco, December 29, 1979).

478 California State University and Colleges. Report of the task force on temporary faculty. Long Beach, CA: December 1977. (ERIC #ED 165 642)

479 Cooney, John E. The gypsy scholars: only temporary jobs are offered by colleges trying to curb tenure...Wall Street Journal, 193: 1+, March 13, 1979.

480 Focus on the part-timer. NCSCBHEP Newsletter, 8(5): December 1980.

481 Grymes, Robert J., Jr. The new priority: management of part-time instructors. Community Services Catalyst, 9(1): 14-19, Winter, 1979.

482 Haddad, M. and M. E. Dickens. Competencies for part-time faculty: the first step. Community and Junior College Journal, 49(3): 22-24, 1978.

PART-TIME FACULTY (cont'd.)

483 Head, Ronald B. and David W. Leslie. Bargaining unit status of part-time faculty. Journal of Law and Education, 8(3): 359-378, July 19 9.

484 Head, Ronald B. Legal issues relating to part-time faculty employment. (Occasional paper series #6) Charlottesville, VA: Center for the Study of Higher Education, University of Virginia, 1979.

485 Hunt, Earl S. The distribution, characteristic and employment benefits of part-time faculty in the Southern United States. Ph.D. Dissertation. University of Virginia, 1979.

486 Lauter, Paul. The exploitation of part-time professors. The Chronicle of Higher Education, 72, May 14, 1979.

487 Leslie, David W. and D. Jane Ikenberry. Collective bargaining and part-time faculty: contract content. The Journal of the College and University Personnel Association, 30(3): 18-26, Fall, 1979.

488 Leslie, David W. Part-time faculty in unionized colleges. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

489 Leslie, David W. and Ronald B. Head. Part-time faculty rights. Educational Record, 6(1): 46-67, Winter, 1979.

490 Maeroff, Gene. Colleges turn to part-time professors. The New York Times, A12, February 26, 1980.

491 Parsons, Michael H., ed. Using part-time faculty effectively. New Directions for Community Colleges, No. 30, 1980.

492 Part-time teacher and tenure in California. Golden Gate University Law Review, 10: 765-803, Spring, 1980.

493 Plosser, William and Joseph Hammel. Temporary, contract or regular? A report about court cases involving the issues of the status and pay of part-time faculty in California community colleges. Sacramento: California Community and Junior College Association, September 1976.

494 Plosser, William and Joseph Hammel. Temporary, contract or regular? One year later. Sacramento: California Community and Junior College Association, December 1977.

495 Pros and cons of part-time faculty. AGB Reports, 21(5): 25, September-October 1979.

PART-TIME FACULTY (cont'd.)

496 Schermerhorn, Karen R. Adjuncts - friend or foe of faculty unionization? New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

497 Slocum, Richard E. Part-time faculty at an urban university. Ed.D. Dissertation, Indiana University, 1979.

498 Smith, Robert M. The university and part-time faculty: an interdependent relationship. (Paper presented at annual meeting of Speech Communication Association, San Antonio, Texas, November 1979). (ERIC #ED 178 993)

499 Smith, R. R. Development needs of community college adjunct faculty. Community/Junior College Research Quarterly, 2(1): 31-36, 1977.

500 Tuckman, Howard P. and William D. Vogler. The fringes of a fringe group: part-timers in academe. Monthly Labor Review, 102(11): 46-49, November 1979.

501 Tuckman, Howard P. and William D. Vogler. Part in part-time wages. Academe, 65: 82-7, February 1979.

502 Tuckman, Howard P. and J. Caldwell. Reward structure for part-timers in academe. Journal of Higher Education, 50: 745-60, November/December 1979.

503 Turner, Majorie A. A study of perceived problems resulting from the use of part-time faculty members in five selected community colleges in Florida. Ed.D. Dissertation, Florida State University, 1979.

504 Van Winkle, R. A. Analysis of part-time contract information. Bel Air, Md.: Hartford Community College, 1978.

505 Watkins, Beverly T. AFT to press for unionization of part-timers. The Chronicle of Higher Education, 1, 12, July 16, 1979.

PERSONNEL ACTIONS

506 Andreasen, Haakon L. and Rolf O. Christiansen. Case writing: its role in faculty retention, promotion, and tenure decisions. Baylor Business Studies, 122: 49-56, November-December 1979.

507 Bindseil, Kenneth R. Criteria utilized and criteria desired for granting appointment, reappointment, merit salary increases, promotion in rank, and tenure to college and university English faculty. Ph.D. Dissertation, North Texas State University, 1979.

508 Employment practices in academe; symposium. Current Issues in Higher Education, Annual Series 4: 3-18, 1979.

509 Kramer, H.C. Faculty advising as faculty development. College and University, 54: 204-15, Spring, 1979.

PERSONNEL ACTIONS (cont'd.)

510 On crediting prior service elsewhere as part of the probationary period. AAUP Bulletin, 64(3): 274-5, September 1978.

511 On full-time non-tenure track appointments. AAUP Bulletin, 64(3): 267-73, September 1978.

512 Philippi, Harlan A. A dean's response to a review of procedures and policies governing appointment, promotion and tenure in New England institutions of higher education. Portsmouth, N.H.: New England Teacher Corps Network, May 1979. (ERIC #ED 174 132)

PRESIDENCY

513 Birmingham, Joseph C. The attitudes of presidents and chief academic officers toward faculty collective bargaining in Texas' community and junior colleges. Ed.D. Dissertation, North Texas State University, 1978.

514 Scheer, Eugene B. A study of the role of the community college campus president in negotiations with community college faculty within the University of Alaska statewide system as perceived by presidents, teachers, and the statewide administrative structure. Ed.D. Dissertation, University of Kansas, 1979.

515 Silber, John. Collective bargaining in higher education: expectations and realities - a university president's viewpoint. NCSCBHEP Proceedings of the Eighth Annual Conference, April 1980.

PRIVATE INSTITUTIONS

516 Breneman, David W. and Chester E. Finn, Jr., eds. Public policy and private higher education. (Studies in Higher Education Policy). Washington, D.C.: The Brookings Institution, 1978.

517 Collective bargaining - faculty status under the National Labor Relations Act. Washington Law Review, 54: 843-56, October 1979.

518 Jonsen, Richard W. State policy issues affecting independent higher education. Washington: National Institute of Independent Colleges and Universities, 1980.

PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS

PERB DECISIONS-CALIFORNIA

519 Kern Community College Federation of Teachers (AFT) and Kern Community College Chapter CTA (Calif. PERB Case No. HO-R-71, March 12, 1979). Gov't. Employee Relations Report, 806: 18, April 16, 1979. Decertification petition filed by AFT local seeking to unseat NEA affiliate. California PERB finds no contractual bar to decertification because AFT's petition filed one day before agreement approved with NEA affiliate.

520 California PERB ruled that department chairpersons at Monterey Peninsula Community College are part of regular bargaining unit...in earlier case with different conditions PERB excluded Los Rios Community College chairpersons from unit. ACBIS Fact Sheet #29, December 1978.

521 San Francisco Community College District Federation of Teachers Local 2121 v. San Francisco Community College Districts, (Case No. SF-CE-201, October 12, 1979). Gov't. Employee Relations Report, 839: 11-12, December 3, 1979. College committed an unfair labor practice in unilaterally altering employment terms following passage of Proposition 13 without consulting its teachers' union.

PERB DECISIONS-IOWA

522 Iowa State Education Association and State of Iowa and Board of Regents, (Case No. 1326, January 1979). Iowa Public Employment Relations Board Decisions. Holds that State of Iowa is the employer of academic and professional employees and that State Board of Regents has been delegated authority to represent state in employment relations.

PERB DECISIONS-MINNESOTA

523 University of Minnesota, Duluth Education Association and AAUP, (Case No. 76-PR-1058-A and 78-PR-758-A, December 14, 1978). Gov't. Employee Relations Report, 797: 12, February 12, 1979. Minnesota Public Employment Relations Board concludes that Bureau of Mediation Services did not err by including medical school faculty in the campus-wide bargaining unit.

PERB DECISIONS-NEW HAMPSHIRE

524 Keene State College Education Association v. State of New Hampshire, (Case No. 7878, January 12, 1979). Labor Relations Reporter, 100: LRRM 2937-8, April 2, 1979. Public Employee Relations Board found that college lecturers are "temporary" employees not covered by state Public Employee Labor Relations Act where lecturers are hired for fixed terms of no more than one year.

PERB DECISIONS-NEW HAMPSHIRE (cont'd.)

525 New Hampshire Public Employee Labor Relations Board ruled in favor of New Hampshire State Employees Association in decision involving refusal of University System for Keene State and Plymouth State Colleges to reopen negotiations on salary increases as provided in contracts. Gov't. Employee Relations Report, 809: 13-14, May 7, 1979.

PERB DECISIONS-NEW JERSEY

526 Atlantic County Community College and Education Association of Atlantic Community College. (PERC No. 80-11, Docket No. SN-79-95, July 5, 1979). Gov't. Employee Relations Report, 835: 21, November 5, 1979. Scheduling of class assignments is a managerial prerogative and not subject to collective bargaining.

527 Board of Trustees of Ocean County College and Faculty Association of Ocean County College. (PERC No. 80-34, Docket No. 5N-76-69, September 6, 1979). Gov't. Employee Relations Report, 835: 21, November 5, 1979. Promotional quotas, concludes PERC, is an illegal subject for collective negotiations, but effect of decisions relating to tenure is required subject for negotiations.

528 Rutgers, the State University, and Rutgers Council of the American Association of University Professors. (N.J. PERC, Case No. 80-114, April 7, 1980). Gov't. Employee Relations Report, 868: 19-20, June 30, 1980. Rutgers University cited by N.J. PERC for failing to negotiate with AAUP regarding definition of grievance in accordance with State statute...another charge relating to unilateral implementation of a new grievance procedure by university was dismissed.

PERB DECISIONS-NEW YORK

529 In the matter of United University Professions, Inc., and Thomas C. Berry, (New York State Public Employment Relations Board, Case No. U-4229, May 6, 1980). Gov't. Employee Relations Report, 866: 22-23, June 16, 1980. Right to proper refund for a nonunion member at the State University of New York was interfered with by the bargaining agent, rules PERB.

530 In the matter of United University Professions, Inc., and Morris E. Eson, (New York State Public Employment Relations Board, Case No. U-2951, August 24, 1979). Gov't. Employee Relations Report, 837: 13-15, November 19, 1979. Union's undue delays for agency shop refunds criticized by New York PERB.

531 Demand by faculty union for notice of a lay-off has been found by PERB to be a mandatory subject of negotiation, in case brought by Hudson Valley Community College. PERB News, 12(7): July/August 1979.

PERB DECISIONS-PENNSYLVANIA

532 Pennsylvania Labor Relations Board v. Commonwealth of Pennsylvania (13 State Colleges and Universities) (Commonwealth of Pennsylvania Labor Relations Board, Case No. PERA-C-11, 810-C, August 26, 1980). Pennsylvania Labor Relations Board rules that state must fund wage increases for faculty of 3 state colleges and universities...thus directing state to submit legislation to implement arbitrator's award of 4.5% of salary increase. Gov't. Employee Relations Report, 884: 14-16, October 20, 1980.

PERB DECISIONS-RHODE ISLAND

533 Rhode Island State Labor Relations Board and State of Rhode Island, University of Rhode Island (Rhode Island State Labor Relations Board, Case No. ULP - 3538, October 16, 1980). Gov't. Employee Relations Report, 893: 18, December 22, 1980. State of Rhode Island did not commit unfair labor practice when it reclassified positions without negotiating with collective bargaining representatives...since these actions were mandated by 1979 legislation.

PERB DECISIONS-VERMONT

534 In case in which AFT affiliate charged Vermont State Colleges with unfair labor practices for refusing to bargain over governance provision...labor board ruled that faculty governance procedures are not mandatory subjects for collective bargaining. The Chronicle of Higher Education, 2, May 29, 1979. (Also in Gov't. Employee Relations Report, 816: 18-20, June 25, 1979).

535 Vermont Labor Relations Board has ruled that Vermont State Colleges' Board of Trustees violated collective bargaining agreement when it refused to grant promotions to faculty who had already been approved by presidents. The Chronicle of Higher Education, 2, October 20, 1980.

PUBLIC SECTOR LABOR RELATIONS

536 Fleming, R. W. Public employee bargaining: problems and prospects. Journal of the College and University Personnel Association, 30: 21-8,Spring, 1979.

536a Gibbons, Muriel K. et al., eds. Portrait of a process -- collective negotiations in public employment. Fort Washington, Pa.: Labor Relations Press, 1979.

537 Jascourt, Hugh D. ed. Government labor relations; trends and information for the future. Oak Park, Ill.: Moore Publ. Co., 1979.

RETIREMENT

538 Bixby, L. E. Retirement age policy and employment. Journal of the College and University Personnel Association, 30: 79-104, Summer, 1979.

539 Corwin, Thomas M. and Anne C. Gross. Higher education responds to changing retirement laws: a follow-up report. Washington, D. C.: American Council on Education, 1979.

540 Dorfman, Mark S. A faculty views its retirement benefit plan: an empirical observation and analysis. Research in Higher Education, 13(1): 49-59, 1980.

541 Ford, Laura C. Equal retirement benefits: a progress report. Educational Record, 6(1): 16-24, Winter, 1979.

542 George, Paul S. Early retirement and the steady state university of the 1970's: a brief review of the literature. Educational Gerontology, 4(4): 341-348, October 1979.

543 Graebner, W. Origins of retirement in higher education: the Carnegie pension system. Academe, 65: 97-103, March 1979.

544 Heller, W. F. Considerations in establishing early retirement incentives. Journal of College and University Law, 6: 123-8, 1979-80.

545 Jenny, Hans H., et al. Another challenge; age 70 retirement in higher education. N.Y.: Teachers Insurance and Annuity Association, 1979.

546 Oi, Walter Y. Academic tenure and mandatory retirement under the new law. Science, 206(4425): 1373-78, December 1979.

547 Patton, Carl V. Academia in transition: mid-career changes or early retirement. Cambridge, Mass.: ABT Books, 1979.

548 Policy statement acknowledging that colleges may set mandatory retirement age for faculty, approved by AAUP. Higher Education Daily, 5, July 24, 1980.

549 Recent changes in federal retirement law could result in nearly two-thirds fewer openings for new faculty members from 1983 to 1990, says report prepared by "ACE." The Chronicle of Higher Education, 18, January 15, 1979.

550 The retirement problem: a positive approach. AGB Reports, 20(6): 24-28, November-December 1978.

551 Simpson, W. A. Steady state effects of a later mandatory retirement law for tenured faculty. Research in Higher Education, 11(1): 37-44, 1979.

RETRENCHMENT

552 Bender, Frances K. A study of financial retrenchment policies and procedures for personnel and program reduction in selected four-year institutions. Ed.D. Dissertation, University of Tennessee, 1979.

553 Brown, Stephanie L. Approaching faculty productivity as a mechanism for retrenchment. New Directions for Institutional Research, 6(4): 45-54, 1979.

554 Christ-Janer, Arland F. Institutional mission in an era of retrenchment: Stephens College. Liberal Education, 154-160, Summer, 1980.

555 Cooke, Alfred L., ed. Planning rational retrenchment. New Directions for Institutional Research, No. 24, 1979.

556 Davis, Carolyne K. and Edward A. Dougherty. Guidelines for program discontinuance. Educational Record, 6(1): 68-77, Winter, 1979.

557 Hample, S. R. and M. E. Kaelke. Methods of dealing with faculty retrenchment; a symposium. Journal of the College and University Personnel Association, 31: 1-109, Spring, 1980.

558 Kerr, Clark, et al. Conflict, retrenchment, and reappraisal: the administration of higher education. (David D. Henry Lectures, 1972-1978). University of Illinois Press, 1979.

559 Melchiori, Gerlind S. Patterns of program discontinuance: a comparative analysis of state agency procedures for initiating and implementing the discontinuance of academic programs. Ph.D. Dissertation, University of Michigan, 1980.

560 Mortimer, Kenneth P. and Michael L. Tierney. The three "R's" of the eighties: reduction, reallocation and retrenchment. AAHE-ERIC/Higher Education Research Report No. 4, 1979.

561 Retrenchment impact; now and the future; California community colleges. College and University, 54: 303-4, Summer, 1979.

562 Rubin, I. S. Retrenchment, loose structure and adaptability in the university. Sociology of Education, 52: 211-22, October 1979.

563 Schwerin, Ursula C. Institutional mission in an era of retrenchment: New York City Community College, CUNY. Liberal Education, 169-176, Summer, 1980.

SALARIES

564 Bartos, Michael W. Anatomy of a settlement: faculty salary negotiations at William Rainey Harper College in 1976. Ed.D. Dissertation, Nova University, 1977.

SALARIES (cont'd.)

565 Beaumont, Marion S. Efficiency and equity: the single salary schedule in public higher education. AAUP Bulletin, 64(1): 19-25, March 1978.

566 Breslin, Richard D. and Leo F. Klagholz. Paying faculty members what they are worth. Educational Record, 61(1): 43-46, Winter, 1980.

567 Dialog: should faculty merit raises be linked to enrollment increases? Change, 10(11): 68-69, December-January 1978-79.

568 Faculty pay up, purchasing power down...1979-80's average salary up 7.1 percent, highest in decade overwhelmed by inflation. The Chronicle of Higher Education, 1, June 30, 1980.

569 Guthrie-Morse, Barbara J. The academic incentive system: some effects of collective bargaining on salary and security in four-year colleges and universities. Ph.D. Dissertation, University of Arizona, 1979.

570 Houston, C. A. College faculty salary shrinkage, 1967-1979. May 1979. (ERIC #ED 175 495)

571 How earnings in academe compare with other fields. The Chronicle of Higher Education, 8, October 15, 1979.

572 Inflation rate outstrips university salary gains. American Teacher, 63: April 20, 1979.

573 Inflation seen undermining colleges' pay-raise policies; economists predict that many institutions will be forced to choose between rewarding merit and providing across-the-board increases. The Chronicle of Higher Education, 4, January 7, 1980.

574 Issues of merit pay in higher education: a selective bibliography. 1980. (ERIC #ED 185 943)

575 McIntyre, Chuck. Faculty salaries, 1978-79. Sacramento, Ca.: California Community Colleges, Office of the Chancellor, February 1980. (ERIC #ED 187 403)

576 Magarrell, Jack. Colleges give bigger raises to women but men's average pay is still higher. The Chronicle of Higher Education, 1, 6, December 8, 1980.

577 Marshall, J. L. Effects of collective bargaining on faculty salaries in higher education. Journal of Higher Education, 50: 310-22, May/June 1979.

578 Muffo, John. Relationships between colleague ratings and faculty compensation. Research in Higher Education, 10(1): 25-35, 1979.

579 Nartonis, David K. A comparison of 1976-77 faculty salaries in 241 small colleges. Journal of the College and University Personnel Association, 29(3): 30-4, February 1978.

SALARIES (cont'd.)

580 National Education Association. Quartiles of faculty salaries paid in higher education, 1977-78. Washington, D.C.: NEA, 1979.

581 Neumann, Y. Determinants of faculty salary in prestigious versus less-prestigious departments: a comparative study of academic disciplines: graduate departments. Research in Higher Education, 10: 221-35, May 1979.

582 Salaries of full-time teaching staff at Canadian universities, 1978-79. Ottawa: Statistics Canada, May 1979.

583 Salary gap between college faculty in the south and rest of the nation narrowed from 16 percent in 1974 to 7 percent by 1979, according to Southern Regional Education Board. Higher Education Daily, 6, March 5, 1980.

584 Schwab, Donald P. and Lee Dyer. Correlates of faculty salary levels. Industrial Relations, 18(2): 210-219, Spring, 1979.

585 Scott, Cynthia A. Compensation of full-time faculty in U.S. medical schools. Journal of Medical Education, 53(10): 861-3, October 1978.

586 Woodbury, Kenneth B., Jr. The relationship between collective bargaining and faculty salaries in Pennsylvania community colleges. Ed.D. Dissertation, Lehigh University, 1979.

SCOPE OF BARGAINING

587 Begin, James P. Scope of bargaining: implications for traditional faculty governance. I. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

588 Confrontations over "permissive issues." NCSCBHE Newsletter, 7(2): May-June 1979.

589 Helsby, Robert D. Scope of bargaining issues with professional units. In Proceedings of New York University Thirty-First Annual Conference on Labor, ed. by Richard Adelman. New York: M. Bender, 1978.

590 Lefkowitz, Jerome. Scope of bargaining: implications for traditional faculty governance. II. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

591 Ponak, Allen M. and Mark Thomson. Faculty attitudes and the scope of bargaining. Industrial Relations, 18(1): 97-102, Winter, 1979.

STRIKES

592 Harrison, Michael I. and Ephraim Tabory. Faculty unions and the strike weapon. Journal of Higher Education, 51(4): 424-438, July/August 1980.

593 Jascourt, Hugh D. Responses to union concerted activity: an overview. Is banning public employee strikes a legal boomerang? Journal of Law and Education, 8(1): 57-71, January 1979.

594 The strike scene. NCSCBHE Newsletter, 7(4): October-November 1979.

595 The 1980 strike scene. NCSCBHEP Newsletter, 8(4): November 1980.

596 Tanimoto, Helene S. and Joyce M. Najita. Guide to statutory provisions in public sector collective bargaining; strike rights and prohibitions. 2d ed. University of Hawaii, Industrial Relations Center, November 1978.

STUDENT PERSONNEL PROFESSIONALS

597 Bargaining with student personnel professionals. NCSCBHE Newsletter, 7(2): May-June 1979.

598 Borland, David T. Collective bargaining and student affairs: guidelines and professional action. NASPA Journal, 16(3): Supp. 1-42, Winter, 1979.

599 Borland, David T. Collective bargaining and student personnel - a primer. (Paper presented at National Association of Student Personnel Administrators, Dallas, Texas, 1976). (ERIC #ED 131 393)

600 Borland, David T. and Sandy MacLean. Student affairs on strike: a descriptive analysis. Journal of College Student Personnel, 20(3): 202-208, May 1979.

601 Borland, David T. Student affairs professionals and collective bargaining: a national exploratory study. Journal of College Student Personnel, 20)2): 104-112, March 1979.

602 Coe, Alan. Collective bargaining: roles for students and student personnel administrators. Journal of College Student Personnel, 19(6): 511-517, November 1978.

603 Latta, W. J. Collective bargaining: issues and implications for the student affairs worker. Journal of the College and University Personnel Association, 30: 37-46, Winter, 1979.

604 Teague, Gerald V. and Thomas J. Grites. Faculty contracts and academic advising. Journal of College Student Personnel, 21(1): 40-44, January 1980.

STUDENTS

605 Beeler, Kent D. New forms of student activism: lobbying, trusteeing and collective bargaining. Journal of College Student Personnel, 20(3): 197-202, May 1979.

606 Holley, William H., et al. Attitudes toward joining unions and the educational environment: a study of college students. Journal of Collective Negotiation in the Public Sector, 7(2): 135-143, 1978.

607 Schaffer, D. R. and I. Kirsch. Undergraduate advocates for collective bargaining. College Student Journal, 13: 184-90, Summer, 1979.

608 Smith, George P. Student rights of passage: a full or limited partnership in university governance? Journal of Law and Education, 9(1): 65-79, January 1980.

609 Spence, Mary S. Faculty views on student participation in community college governance and decision-making. Ph.D. Dissertation, Boston College, 1980.

TEACHING ASSISTANTS

610 Edmundson, Jeff. (Graduate students - unionization) Politics and Education, Fall, 1979.

611 The status of graduate assistants. NCSCBHE Newsletter, 7(3): August-September 1979.

TENURE

612 Abuhl, Ralph E. A study of the tenure policies and practices of colleges which are members of the Council for the Advancement of Small Colleges. Ph.D. Dissertation, Michigan State University, 1978.

613 Agency shop vs. tenure. NCSCBHE Newsletter, 7(5): December 1979.

614 Ames, Peter J. When tenure contracts can't be honored. AGB Reports, 20(6): 33-40, November-December 1978.

615 Ancell, Mary K. Z. Academic tenure and the courts: an historical and legal analysis of the concept of academic tenure in United States higher education. Ph.D. Dissertation, Stanford University, 1978.

TENURE (cont'd.)

616 Atelsek, Frank J. and Irene L. Gomberg. Tenure practices at four-year colleges and universities. Washington, D.C.: American Council on Education, 1980.

617 Baratz, Morton S. Academic tenure and its alternatives. National Forum, 60: 5-8, Spring, 1980.

618 Blitz, Rudolph C. and Anthony M. Tang. Merit raises and academic tenure under inflation. (Paper presented at meeting of American Economic Association, Atlanta, Ga., December 1979.

619 Board, Warren L. The political feasibility of clarifying tenure criteria in selected liberal arts colleges. Ph.D. Dissertation, University of Syracuse, 1978.

620 Brachtenbach, Marilyn H. Legislative authority over tenure in Washington State's public institutions of higher education. Olympia, Wash.: Washington State Senate, April 1978.

621 Campbell, R. Lynn. Tenure and tenure review in Canadian universities. (CAUT National Collective Bargaining Conference, September 4, 1980.)

622 Chandler, Margaret K. The tenure system. II. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

623 Cook, Echol E., et al. Promotion and tenure policies in U.S. engineering schools. Engineering Education, 69(7): 750-52, April 1979.

624 DiBiase, Elaine R. Classical tenure and contemporary alternative: academe's principles and court decisions. Ed.D. Dissertation, Pennsylvania State University, 1979.

625 Dworkin, J. B. and R. W. Johnson. Sporting alternative to tenure. Academe, 65: 41-5, February 1979.

626 Granting of tenure by court of law is an "inappropriate remedy", three higher education associations have told U.S. Court of Appeals for Third Circuit in case that awarded tenure to faculty member who accused Muhlenberg College of sex discrimination. The Chronicle of Higher Education, 2, April 30, 1979.

627 Gunter, Ralph D. Relationships between tenure and professional activities of university faculty in a steady state environment. Ph.D. Dissertation, University of Florida, 1979.

628 Harter, Lafayette G., Jr. Tenure and the nonrenewal of probationary teachers. The Arbitration Journal, 34(1): 22-30, March 1979.

629 Lewis, Lionel S. Academic tenure: its recipients and its effects. Annals American Academy, 448: 86-101, March 1980.

630 Linney, Thomas J. Alternatives to tenure. ERIC/Higher Education Research Currents, March 1979.

631 McLane, C. B. Malaise of tenure decisions: a proposal for senior faculty - reassignment at sixty. Academe, 65: 133-6, March 1979.

632 Maeroff, Gene I. Colleges pondering more flexible alternatives to tenure. The New York Times, August 12, 1980.

633 Middleton, Lorenzo. AAUP urges courts to weigh circumstances before compelling professors to reveal votes...this in response to recent imprisonment of University of Georgia professor who refused to tell judge how he had voted in a tenure decision. The Chronicle of Higher Education, 1, 12, November 24, 1980.

634 Mullan, David J. Tenure: employment for life or uncertain future? (CAUT National Collective Bargaining Conference, September 4, 1980).

635 O'Toole, James. Against tenure. National Forum, 60: 8-9, Spring, 1980.

636 O'Toole, James, et al. Three views: tenure. New Rochelle: Change Magazine Press, 1979.

637 Percentage of faculty members with tenure, 1978-79. (Fact-File). The Chronicle of Higher Education, 14, May 14, 1979.

638 Phelps, Delano R. The legal meaning of academic tenure in Tennessee public higher education as influenced by state and federal court decisions. Ed.D. Dissertation, University of Tennessee, 1979.

639 Pollack, Ronald W. The relationship among role conflict, role ambiguity and attitudes of college administrators toward faculty tenure. Ph.D. Dissertation, New York University, 1979.

640 Reviewing tenure policies. NCSCBHEP Newsletter, 8(4): November 1980.

641 Schmid, Margaret. The tenure system. I. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

642 Scoles, Eugene F. Motivating the law school faculty in the twenty-first century: is there life in tenure? Journal of Legal Education, 30(1-2): 1-12, 1979.

643 Walden, Theodore. Higher education: attitudes toward tenure. Phi Delta Kappan, 216-7, November 1980.

644 Walden, T. Tenure and academic productivity. College and University Teacher, 27: 154-7, Fall, 1979.

645 Weiss, Samuel. City University considering a plan that would limit tenure. The New York Times, August 4, 1980.

TENURE (cont'd.)

646 Wilke, Arthur S., ed. The hidden professoriate: credentialism, professionalism and the tenure crisis. Westport, Conn.: Greenwood Press, 1979.

647 Zemsky, Robert and Randall Porter. A tenure model for resource allocation at the University of Pennsylvania. Planning for Higher Education, 7(2): 8-12, October 1978.

TRUSTEES

648 Angell, George and Edward P. Kelley, Jr. Faculty bargaining under trustee policy. Monograph #7. Washington, D.C.: ACBIS/PEER, 1979.

UNIT DETERMINATION

649 Barba, William C. Academic collective bargaining: unit determination factors in higher education, the NLRB and the states. Ph.D. Dissertation, State University of New York-Buffalo, 1979.

650 Douglas, Minnie. A study of the role and responsibilities of the academic senate and the California Teachers Association bargaining unit in educational matters. April 1980. (ERIC #ED 186 066)

651 Hankin, Joseph N. Unit determination: basic criteria in federal and state jurisdictions. New York: NCSCBHE Proceedings of the Seventh Annual Conference, 1979.

652 Kelley, Lane. Leadership, pay, and promotion as predictors of choice of bargaining unit in a university. Journal of Collective Negotiations in the Public Sector, 8(3): 291-298, 1979.

653 Shepard, I.M. and P.B. Heylman. Unit determination in higher education. Journal of the College and University Personnel Association, 30: 20-36, Winter, 1979.

WOMEN FACULTY

654 Gappa, Judith M. and Barbara S. Uehling. Women in academe: steps to greater equality. AAHE-ERIC/Higher Education Research Report No. 1, 1979.

655 Hornig, Lilli S. Untenured and tenuous: the status of women faculty. Annals American Academy, 448: 115-25, March 1980.

WOMEN FACULTY (cont'd.)

656 Muller, Julia K. Interest and involvement of women in university governance. Journal of the National Association of Women Deans, Administrators and Counselors, 42(1): 10-15, Fall, 1978.

WORKLOAD

657 Brown, William M. and Courtenay C. Stone. Student-faculty ratios and unions. Educational Record, 60(2): 169-174, Spring, 1979.

658 Douglas, Joel M., Loren A. Krause and Leonard Winogora. Workload and productivity bargaining in higher education. New York: National Center for the Study of Collective Bargaining in Higher Education and the Professions, Baruch College-CUNY, 1980.

659 Eddy, Margot S. Recycling academic calendars. Research Currents, October 1979.

660 Faculty teaching load (Hawaii Community College System). Honolulu: Hawaii University, December 1978.

661 Henard, Ralph E. The impact of faculty workload emphasis on postsecondary education in the 1980's. (Paper presented at Association for Institutional Research Meeting, San Diego, 1979). (ERIC #ED 174 075)

662 Quigley, E. James. Faculty productivity: practice and policy. Boulder: State Higher Education Executive Officers and National Center for Education Statistics, December 1979. (ERIC #HE 013 011)

663 Shulman, Carol H. Do faculty really work that hard? AAHE-ERIC/Higher Education Research Currents, October 1980.

664 Tuma, David T., ed. Innovation and productivity in higher education. San Francisco: San Francisco Press, 1977.

665 University of California faculty time-use study. (Report for 1977-78 academic year). Berkeley: Institute for Research in Social Behavior, 1978. (ERIC #ED 179 133)

666 Workload and productivity to the fore. NCSCBHE Newsletter, 7(5): December 1979.

YESHIVA DECISION

667 Are professionals managers? (Possible impact on college labor relations of the U.S. Supreme Court decision that professors at Yeshiva University are managerial employees and thus do not have bargaining rights under federal law). Business Week, 59-60+, April 14, 1980.

YESHIVA DECISION (cont'd.)

668 Benson, Dena E. To bargain or govern: the impact of Yeshiva on private and public sector collective bargaining in higher education. Ohio Northern University Law Review, 7: 259-286, October 1980.

669 Bethel, T. A. Private university professors and NLRB v. Yeshiva: the second circuit's misconception of shared authority and supervisory status. Missouri Law Review, 44: 427-57, Summer, 1979.

670 Burke, Edward J. Yeshiva: an end to faculty unions? Change, 15-16, April 1980.

671 Douglas, Joel M. NLRB v. Yeshiva University: an appraisal of its impact. The Journal of the College and University Personnel Association, 30(3): 27-35, Fall, 1979.

672 Flygare, T. J. Yeshiva University: implications for the future of college collective bargaining. Phi Delta Kappan, 61: 639-40, May 1980.

673 Gerry, Frank C. and Edward P. Kelley, Jr. The Yeshiva University decision: history and implications. Special report #36. Washington, D.C.: ACBIS, 1980.

674 Getz, Gregory J. The supervisory status of private university faculty members under the NLRA: NLRB v. Yeshiva University. Albany Law Review, 43(1): 162-188, Fall, 1978.

675 Gorman, R. A. Yeshiva decision; National Labor Relations Act. Academe, 66: 188-97, May 1980.

676 Grenig, Jay E. The implications of NLRB v. Yeshiva University. Journal of Law and Education, 9(4): 479-488, October 1980.

677 Henig, R. M. Do unions belong on campus? Supreme Court considers future of faculty unionization. BioScience, 29(12): 719-22, December 1979.

678 Initial reaction to Yeshiva. A neutral view by Edward P. Kelley, Jr.; a management view by Caesar J. Naples; a union view by Robert M. Nielsen. PERS Information Bulletin, March-April 1980.

679 Jascourt, Hugh D. NLRB v. Yeshiva: an introduction. Journal of Law and Education, 9(4): 463-4, October 1980.

680 Kramer, Saul J. The Yeshiva case - II. New York: NCSCBHE Proceedings of the Seventh Annual Conference, April 1979.

681 Kuechle, David. After the Yeshiva case. The New York Times, 21, March 8, 1980.

682 Labor law - full-time faculty members of a private university are managerial employees excluded from coverage under the National Labor Relations Act. Catholic University Law Review, 28: 688-710, Spring, 1979.

YESHIVA DECISION (cont'd.)

683 Labor law - managerial personnel: a university faculty with a record of managerial activity may be managerial personnel and therefore excluded from the coverage of the National Labor Relations Act. Georgia Law Review, 13: 313-22, Fall, 1978.

684 Lee, Barbara A. College faculty as "managerial employees": implications of the Yeshiva University decision for faculty unionization. Review of Higher Education, 2: 11-20, Spring, 1979.

685 Maeroff, Gene I. Taking stock after Yeshiva. Educational Record, 15-18, Summer, 1980.

686 Menard, A. P. and A. K. Morrill. Are faculty members scholars or managers? The Yeshiva case...Labor Law Journal, 30: 754-67, December 1979.

687 NLRB v. Yeshiva University (1978). Georgia Law Review, 13(1): 313-322, Fall, 1978.

688 O'Brien, Dennis. Collective vision and collective bargaining. Commonweal, 106(2): 50-52, February 2, 1979.

689 Osborne, Woodley B. The need for legislation after Yeshiva. Journal of Law and Education, 9(4): 465-477, October 1980.

690 Osborne, Woodley B. The Yeshiva case - I. New York: NCSCBHE Proceedings of the Seventh Annual Conference, April 1979.

691 Schechtman, Ronald H. The Yeshiva case - III. New York: NCSCBHE Proceedings of the Seventh Annual Conference, April 1979.

692 Schwartzman, Herbert D. Faculty collective bargaining in higher education--the Yeshiva decision. Journal of College and University Law, 6(1): 67-70, 1979-80.

693 Stetson, Damon. Court ruling stiffens colleges to unions. The New York Times, Educ., 35,November 6, 1980.

694 Watkins, Beverly T. 'Fallout' from the Yeshiva ruling---in 3-1/2 months since Supreme Court decision more than a dozen private colleges have broken off negotiations and at least one union election has been postponed. The Chronicle of Higher Education, 3, June 9, 1980.

695 Wilkinson, Bonnie. Labor law--full-time faculty held not to be employees under the National Labor Relations Act. Fordham Law Review, 47(3): 437-448, December 1978.

(See Subject Index under Yeshiva Decision, for additional citations).

NEWSWORTHY EVENTS - 1979

NEWSWORTHY EVENTS - 1979

ACADEMIC FREEDOM

696 AAUP has censured...University of Maryland..Wingate College ..University of Texas of Permian Basin..and lifted censure from Oklahoma State University and St. Mary's College...leaving 46 on its list. The Chronicle of Higher Education, 8, June 18, 1979.

ACCOUNTABILITY

697 Stanford University asks professors to account for time worked..cites rules set by federal government's Office of Management and Budget which requires documentation of indirect costs for sponsored research. The Chronicle of Higher Education, 10, October 2, 1979.

CONTRACTS AND SETTLEMENTS

698 Boston University librarians win first labor contract. American Libraries, 10: 575, November 1979.

699 Faculty and professional employees at nine campuses of Florida State University System have voted to ratify contract between United Faculty of Florida (AFT) and Board of Regents. Gov't. Employee Relations Report, 808: 21, April 30, 1979.

700 Two-year contract, 18.8% pay hike, ends Minnesota's 18 community colleges' strike. Gov't. Employee Relations Report, 806: 19, April 16, 1979.

701 Faculty at New Jersey's 5-campus College of Medicine and Dentistry ratified new contract that will provide 7 percent raise for each of two years. Gov't. Employee Relations Report, 814: 27, June 11, 1979.

702 Contract dispute settled at Olympia Technical Community College and Centralia College in Washington. Gov't Employee Relations Report, 805: 26, April 9, 1979.

703 First union negotiated contract for South Dakota Board of Regents System approved for 1200 faculty. Gov't. Employee Relations Report, 810: 23, May 14, 1979.

704 Faculty and nonteaching professionals of the State University of New York approved a new three-year agreement reached by negotiators for New York State and United University Professions. Gov't. Employee Relations Report, 819: 25, July 16, 1979.

705 Impasse in negotiations between United Faculty at University of Northern Iowa at Cedar Rapids and Iowa State Board of Regents resolved by compulsory, binding interest arbitration — said to be first resulting from interest arbitration imposed by statute. Gov't. Employee Relations Report, 805: 22-23, April 9, 1979.

DISCRIMINATION ISSUES

706 Professor wins sex-bias suit against University of Rochester after jury finds she had been paid less than men in her department. The Chronicle of Higher Education, 2, February 5, 1979.

707 Charge of sex discrimination against University of Wisconsin resolved in out-of-court settlement that pays $30,000 to former Madison professor who was denied tenure. The Chronicle of Higher Education, 10, January 22, 1979.

ELECTIONS & BARGAINING UNITS

708 Faculty at Barber-Scotia College in North Carolina have rejected union representation in first such election at church-affiliated college since last year's U.S. Supreme Court decision that federal labor law does not apply to church schools. Higher Education Daily, 4, October 30, 1979.

709 Faculty at Bowling Green State University, Ohio reject collective bargaining by narrow margin. The Chronicle of Higher Education, 2, February 5, 1979.

710 Colorado Women's College faculty vote to be represented by local chapter of AAUP. The Chronicle of Higher Education, 2, November 26, 1979.

711 Faculty members in Colorado's 9 statewide community colleges vote to have NEA affiliate represent them in collective bargaining. The Chronicle of Higher Education, 2, February 26, 1979.

712 Faculty members at Daemen College, N.Y. have selected the AAUP as their collective bargaining agent. The Chronicle of Higher Education, 2, October 22, 1979.

713 Faculty members at Kent State University vote to sever ties with NEA, while continuing affiliation with AAUP in recent election. The Chronicle of Higher Education, 2, March 19, 1979.

714 At Montgomery County Community College in Pennsylvania, faculty members selected AAUP as their bargaining agent over AFT. The Chronicle of Higher Education, 2, May 14, 1979.

715 Faculty members at Ohio Northern University and Pasadena City College selected affiliates of the National Education Association as their collective bargaining representatives. The Chronicle of Higher Education, 2, May 29, 1979.

716 Members of the Association of Pennsylvania State College and University Faculty, representing faculty at 14 institutions, have approved dual affiliation with AAUP, AFT. The Chronicle of Higher Education, 2, May 21, 1979.

717 Faculty members at University of Albuquerque elect affiliate of AFT as collective bargaining representative. The Chronicle of Higher Education, 2, November 13, 1979.

80

718 Faculty members at Salem College, a private four-year institution, vote for NEA and become West Virginia's first teachers at any level to vote for collective bargaining. NEA Advocate, 6, June-July 1979.

719 Faculty members at University of Colorado's 2 campuses choose AFT---effect of election uncertain in face of no state law on faculty bargaining rights. The Chronicle of Higher Education, 2, April 9, 1979.

720 AFT at University of Northern Iowa fails in attempt to replace union affiliated with NEA and AAUP. The Chronicle of Higher Education, 2, January 29, 1979.

721 Vermont Federation of Teachers, already the bargaining representative of faculty at four Vermont State Colleges, was chosen as bargaining agent for non-teaching employees. Gov't. Employee Relations Report, 17, July 2, 1979.

EVALUATION

722 State University of New York, the first public-university system to establish periodic reviews of its presidents, revises evaluation procedure...each campus president to be evaluated by team of 3 presidents outside SUNY system and a representative of university's chancellor. The Chronicle of Higher Education, 2, July 16, 1979.

FACULTY

723 Board of Governors of Rutgers University votes to retain tenured professor after administration recommends dismissal for teaching at two universities at the same time. The Chronicle of Higher Education, 2, November 6, 1979.

FACULTY ORGANIZATIONS

724 Members of three Florida unions representing the majority of public and private colleges and universities in Florida vote to merge their organizations into United Faculty of Florida, a local of the AFT. Gov't. Employee Relations Report, 814: 25, June 11, 1979.

725 Members of three faculty unions (AAUP, AFT, NEA) form national coalition to promote cooperation among faculty unions. The Chronicle of Higher Education, 2, October 29, 1979.

726 National Education Association agrees to register as labor union and disclose its financial records as required under federal law...decision means it will not drop members who teach in private colleges and universities, a way it had considered to avoid coverage by Landrum-Griffin Act. The Chronicle of Higher Education, 12, March 5, 1979.

RETIREMENT

727 U.S. Labor Department proposes rules on tenured faculty age act exemptions, permitting colleges and universities to require tenured employees to retire at 65 until July 1, 1982...proposed interpretation does not limit exemption solely to teachers but also to employees such as librarians, counsellors, and other professional employees. Gov't. Employee Relations Report, 791: 24-25, January 1, 1979.

728 University of Utah changes mandatory retirement age of tenured faculty members from 68 to 70, and installs new, phased-retirement program for faculty and staff members. The Chronicle of Higher Education, 2, January 8, 1979.

RETRENCHMENT

729 Four state colleges in Pennsylvania notify 89 tenured faculty members that jobs will be terminated in retrenchment move. The Chronicle of Higher Education, 5, September 17, 1979.

730 Scully, Malcolm G. Cutting back at Temple: the hard lessons of retrenchment; layoffs of 21 tenured professors are rescinded, but faculty-administration tensions continue. The Chronicle of Higher Education, 3, October 15, 1979.

SALARIES

731 Boston University has received a "notice of probable non-compliance" from the Council on Wage and Price Stability...because of salary increases faculty members received this year after contract dispute. The Chronicle of Higher Education, 18, September 4, 1979.

STRIKES

732 Boston University faculty ratify contract to end a week-long job action although individual union members may refuse to cross picket lines of two other striking unions. Higher Education Daily, 2, April 17, 1979.

733 Striking faculty members return to work as Boston University agrees to begin contract talks with unions representing clerical workers and librarians. Higher Education Daily, 4, April 24, 1979.

734 Striking faculty return to classes at Fairleigh Dickinson University in New Jersey after resolving workload issue. Higher Education Daily, 4, September 14, 1979.

735 Union representing faculty members at Hofstra University, N.Y. calls for a strike by school's 450 member teaching staff over salary dispute with university. The New York Times, September 4, 1979. Tentative agreement reached at Hofstra on 3-year contract

ending 1-day walkout. The New York Times, B2, September 5, 1979.

736 3-1/2 week strike ends at Long Island University in Brooklyn...striking members of L.I.U. Faculty Federation, an affiliate of the AFT, voted to return to work after hearing of agreement on salary increases. The New York Times, October 9, 1979.

737 2-week strike of 1100 faculty members teaching at 18 Minnesota 2-year community colleges has closed down or curtailed operations at most campuses. Gov't. Employee Relations Report, 804: 23, April 4, 1979.

738 Strike settled at Monmouth College in New Jersey. Higher Education Daily, 5, September 26, 1979.

739 Accord reached in most disputes in strike against eight New Jersey State Colleges...major stumbling block to settlement removed with retention of clauses on academic freedom and textbook selection in contract. The New York Times, March 20, 1979.

740 115-member Professional Staff Association which represents staff of the New York State United Teachers, a state affiliate of the AFT, return to work after ratifying terms of 5-year contract. Higher Education Daily, 4, September 20, 1979.

741 Faculty members at Prairie State College, IL have ended 3-week strike following settlement between college chapter of AFT and Board of Trustees of the community college district. The Chronicle of Higher Education, 2, July 16, 1979.

742 Strike at Montreal campus of University of Quebec involves 600 part-time lecturers - first union in Canada consisting of part-time lecturers. ACBIS Fact Sheet #58, April 1979.

743 7-week strike ends at Montreal campus of University of Quebec as government arbitration board imposed settlement on institution and 600 striking faculty members. The Chronicle of Higher Education, 14, May 14, 1979.

744 Quebec junior college students sue for damages incurred during 27-day faculty strike at the College of Saint-Jerôme. The Chronicle of Higher Education, 21, February 13, 1979.

745 University of Rhode Island faculty scheduled to return to class September 24 after being on strike since September 5. Problem remains on whether faculty would be paid for 14 teaching days lost. Gov't. Employee Relations Report, 829: 21-22, September 24, 1979.

746 Striking University of Cincinnati faculty members reach tentative agreement on proposed two-year contract

ending six-day walkout. The New York Times, October 30. 1979.

747 Strike status at seven colleges and universities — AAUP representing faculty members on three campuses of Fairleigh Dickinson University reached agreement with administration on 3-year contract...faculty members at Union College in New Jersey also represented by AAUP agreed to a one-year contract...three week strike against Community College of Delaware County, Pa. ended when local affiliate of NEA signed 3-year contract ...at Washtenaw Community College, Mich. NEA affiliate and trustees agreed to two-year contract... Rhode Island Superior Court judge ordered faculty members of University of Rhode Island back to classrooms granting university's request for temporary injunction...and at Monmouth College, N.J. faculty members remained on strike since September 10th. The Chronicle of Higher Education, 2, September 24, 1979.

STUDENTS

748 Bill granting full voting rights to student representatives on Board of Trustees of State University of New York signed into law. The Chronicle of Higher Education, 2, July 30, 1979.

TEACHING ASSISTANTS

749 Board of Trustees, University of Massachusetts and Graduate Student Employees Union; (Before the Commonwealth of Massachusetts Labor Relations Commission, Case No. SCR-2096, April 25, 1979). Graduate students at the University of Massachusetts aren't entitled to collective bargaining rights, the Commonwealth of Massachusetts Labor Relations Commission rules. Gov't. Employee Relations Report, 818: 12-15, July 9,1979.

750 Teaching assistants at the University of Wisconsin-Madison won a 9 percent pay raise; bargaining on other critical issues lies ahead. Gov't. Employee Relations Report, 820: 28, July 23, 1979.

WORKLOAD

751 Board of trustees of the St. Louis Community College System in Missouri has established salary schedule and workload requirements for the 1979-80 academic year over the objections of the local NEA affiliate which the board does not recognize. Gov't. Employee Relations Report, 818: 20, July 9, 1979.

752 Faculty members at University of California report 60 hours a week devoted to university-related activities, according to study by Institute for Research in Social Behavior. The Chronicle of Higher Education, 2, November 26, 1979.

NEWSWORTHY EVENTS - 1980

ACADEMIC FREEDOM

753 Members of AAUP at University of Maryland at College Park vote to condemn censure imposed on university by national AAUP; decision not to appoint professor said to be based on academic not political grounds. The Chronicle of Higher Education, 2, March 10, 1980.

754 AAUP censures Philander Smith College; reaffirms University of Maryland censure. Higher Education Daily, 1, June 23, 1980.

755 AAUP's scorecard on academic freedom: 3 institutions cleared, 3 censured...California Regents, Marshall Ohio State removed from blacklist after adopting rules to protect teachers. The Chronicle of Higher Education, 3, June 30, 1980.

756 American Association of University Professors remove University of Missouri at Columbia from its list of censured institutions... after institution adopted new tenure regulations. The Chronicle of Higher Education, 4, July 14, 1980.

COMMUNITY COLLEGES

757 Collective bargaining policy adopted 3 years ago but never implemented has been repealed by the Colorado State Board for Community Colleges. Gov't. Employee Relations Report, 869: 20, July 7, 1980.

CONTRACTS AND SETTLEMENTS

758 Union approves 8.2 percent salary increase for City College of Chicago faculty members. Gov't. Employee Relations Report, 854: 25, March 24, 1980.

759 Contract settled for full-time and part-time faculty at City University of New York with salaries increasing 8 percent on both September 1, 1980 and 1981. Gov't. Employee Relations Report, 884: 24, October 20, 1980.

760 Faculty Association of Grand Rapids Junior College, Mich. ratifies new three-year contract that provides 27 percent wage hike over term of contract. Gov't. Employee Relations Report, 892: 29, December 15, 1980.

761 NEA unit negotiates three-year contract with Mercer County Community College. Gov't. Employee Relations Report, 891: 32, December 8, 1980.

762 First collective bargaining agreement at Rhode Island School of Design provides for 5-year probationary period for new faculty members, during which they have no right to appeal decision of non-renewal of contract. The Chronicle of Higher Education, 2, February 11, 1980.

763 Suffolk Community College, N.Y. negotiates new four-year agreement with New York State United Teachers. Gov't. Employee Relations Report, 893: 30, December 22, 1980.

764 Unionized faculty and librarians at University of Massachusetts' ten camupuses ratify three-year contract. Gov't. Employee Relations Report, 887: 22, November 11, 1980.

DISCRIMINATION ISSUES

765 The United Faculty of Florida has charged the State University System of Florida with discrimination against women on all 9 campuses. The Chronicle of Higher Education, 2, May 12, 1980.

766 7-year sex discrimination suit brought against University of Minnesota by woman chemist who was denied tenure, resolved by decree that gives her $100,000 in compensatory damages. The Chronicle of Higher Education, 1, 10, April 28, 1980.

767 U.S. Court of Appeals rules that in suing university for sex bias, faculty member need not meet any stricter standards of proof than other types of employers. The Chronicle of Higher Education, 8, March 24, 1980.

768 TIAA-CREF to drop sex-biased pension tables. The Chronicle of Higher Education, 2, January 7, 1980.

DISPUTE RESOLUTION

769 Regents of Florida State University settle dispute with faculty union over charge that administration at University of North Florida was guilty of unfair labor practices by changing criteria for promotion and tenure without bargaining with union. The Chronicle of Higher Education, 2, June 2, 1980.

ELECTIONS & BARGAINING UNITS

770 Faculty members at Antioch University, Pa. select NEA affiliate to represent them in bargaining. NEA Advocate, January/February 1980.

771 Faculty members at Camden County College in Jew Jersey vote 65 to 5 to terminate eight-year affiliation with AFT and join NEA affiliate. The Chronicle of Higher Education, 2, June 16, 1980.

772 Chaffey Community College elects NEA affiliate as bargaining agent. Gov't. Employee Relations Report, 865: 29, June 9, 1980.

773 NEA to represent faculty at Coffeyville Community Junior College and Johnson County Community Junior College in Kansas. The Chronicle of Higher Education, 2, June 23, 1980.

774 For the third time in 6 years, faculty members at Grand Valley State Colleges have rejected unionization, voting 113 to 101 against representation by NEA affiliate. The Chronicle of Higher Education, 6, May 19, 1980.

775 Teaching assistants at Mercer County College in New Jersey select AFT affiliate as their representative. The Chronicle of Higher Education, 2, June 23, 1980.

776 In runoff election, Montgomery College, Md. faculty selected the AAUP to represent them, voting 194 for AAUP, 140 for the NEA affiliate. Gov't. Employee Relations Report, 859: 33, April 28, 1980.

777 Mt. Hood Community College, Oregon votes to affiliate with NEA. NEA Advocate, 3, April/May 1980.

778 American Federation of Teachers staves off challenge by National Education Association to become bargaining agent for unit of 3200 faculty members at eight campuses of New Jersey State College System. Gov't. Employee Relations Report, 890: 24, December 1, 1980.

779 California Teachers Association, an NEA affiliate succeeded in taking over representation rights from the AFT at Palo Verde Community College. Gov't. Employee Relations Report, 885: 24, October 27, 1980.

780 San Diego Community College faculty vote in decertification election, turning back challenge by AFT to take away representation rights of California Teachers Association, an NEA affiliate. Gov't. Employee Relations Report, 865: 28, June 9, 1980.

781 Faculty at University of California at Berkeley narrowly defeat move to unionize; vote is first election falling under 1979 California law allowing faculty at public 4-year colleges and universities to form unions. Vote between "no agent" and AAUP affiliate was 532-477. Higher Education Daily, 5, June 6, 1980.

782 Runoff elections will be held in early 1981 at the University of California at Los Angeles and the University of California at Santa Cruz...recent elections between independent Faculty Association and AFT at UCLA gave Faculty Association 625 votes, AFT 216, No Representation 688 votes ...at Santa Cruz, Faculty Association received 82 votes, AFT 49 votes and No Representation 74 votes.

783 Faculty at University of Colorado's Boulder campus vote down collective bargaining. Gov't. Employee Relations Report, 887: 24, November 10, 1980.

784 Graduate teaching assistants at University of Florida and University of South Florida vote to join United Faculty of Florida ...teaching assistants at Florida State University reject collective bargaining. The Chronicle of Higher Education, 2, June 9, 1980.

785 NEA affiliate weathers decertification attempt at University of Massachusetts Amherst campus as 1200 administrative, clerical and technical employees vote to retain union. Gov't. Employee Relations Report, 856: 25, April 7, 1980.

786 Six years after they petitioned for union election, faculty members at University of Minnesota law school voted against collective bargaining. The Chronicle of Higher Education, 14, February 11, 1980.

787 Faculty members at University of Minnesota at Duluth give AAUP 44-1/2 percent of vote - less than majority required to win - in recent collective bargaining election; vote was 145 for AAUP, 134 for NEA, and 34 for "no agent." Runoff election date not set. The Chronicle of Higher Education, 2, June 9, 1980.

788 Health science faculty members in the Duluth and Twin Cities campuses of the University of Minnesota voted to quit bargaining units designated for their campuses. The Chronicle of Higher Education, 2, October 6, 1980.

789 University of Northern Iowa faculty union severs ties with AAUP while retaining affiliation with NEA; had been represented by joint AAUP/NEA since 1976. The Chronicle of Higher Education, 6, May 19, 1980.

790 West Liberty State College faculty members affiliate with West Virginia Education Association. Gov't. Employee Relations Report, 885: 25, October 27, 1980.

FACULTY ORGANIZATIONS

791 California State Public Employment Relations Board is considering nearly 50 petitions from more than a dozen unions that want to set up bargaining units for four-year colleges...largest unionization drive taking place at 19-campus California State University and Colleges System. Higher Education Daily, 5, January 30, 1980.

792 City University of New York faculty union - the Professional Staff Congress, an AFT affiliate - is seeking affiliation with the AAUP. The Chronicle of Higher Education, 10, December 8, 1980.

GOVERNMENT REGULATIONS

793 University of California at Berkeley has agreed to provide U.S. Department of Labor with copies of faculty review records, thereby avoiding possible loss of $25 million in government contracts. Gov't. Employee Relations Report, 884: 16-18, October 20, 1980.

RETIREMENT

794 Retirement incentives offered at California State University and Colleges System; intended to minimize need for layoffs. The Chronicle of Higher Education, 2, April 21, 1980.

795 Gradual "phased" retirement offered to faculty members of University of California. The Chronicle of Higher Education, 14, February 11, 1980.

RETRENCHMENT

796 New Jersey Board of Higher Education, in response to faculty union opposition, has delayed approval of new procedures for laying off personnel in four-year colleges in cases of financial crisis. The Chronicle of Higher Education, 2, November 17, 1980.

SALARIES

797 Faculty members belonging to the Lane Community College Education Association in Oregon voted not to seek pay increases for 1980-81 in effort to fight inflation. Gov't. Employee Relations Report, 859: 33, March 28, 1980.

STRIKES

798 Belleville Area College, Ill. faculty ends 2-1/2 week strike. The Chronicle of Higher Education, 5, December 1, 1980.

799 Boston University agrees to halt disciplinary proceedings against 5 professors who refused to cross picket lines set up by striking clerical workers. The Chronicle of Higher Education, 2, March 24, 1980.

800 Faculty at Long Island University's Brooklyn campus returned to class following six-week strike...contract seeks to redress inequity in pay between Brooklyn campus and two other campuses. Higher Education Daily, 4, November 12, 1980.

801 An 8-day strike by adjunct faculty members at Nassau Community College, N.Y. ended when agreement was reached over part-time teaching assignments for evening classes. Gov't. Employee Relations Report, 886: 26, November 3, 1980.

802 University of Massachusetts professors stage 2-day sickout... protesting delay in reaching a bargaining agreement. The Chronicle of Higher Education, 2, December 15, 1980.

803 Better contract negotiations leading to fewer college strikes, says union observers...Union College, N.J. faculty returned to work after 12-day strike; full and part-time faculty at Schoolcraft College, Mich. returned to work under court order; strike reported at Dubuque Theological Seminary. Higher Education Daily, 3-4, September 3, 1980.

804 Strikes settled at McHenry County College in Illinois and at Wayne State University when two non-faculty unions struck. The Chronicle of Higher Education, 9, September 8, 1980.

(See also Non-Faculty - Strikes).

STUDENTS

805 Trustees of California State University and Colleges System vote not to include students as members of faculty personnel committees. The Chronicle of Higher Education, 2, March 10, 1980.

TEACHING ASSISTANTS

806 Average pay for teaching assistants last fall rose 6.1 percent over the previous year. The Chronicle of Higher Education, 2, July 14, 1980.

807 Minimum wage law does not apply to student assistants, rules court in Regis College case. The Chronicle of Higher Education, 4, June 9, 1980.

808 Michigan Employment Relations Commission rules that graduate teaching assistants at University of Michigan are employees who may unionize and bargain collectively, but graduate research assistants are students who may not organize. The Chronicle of Higher Education, 2, August 25, 1980.

809 Teaching assistants at the University of Wisconsin at Madison go on strike in contract dispute...third strike in history of this union. The Chronicle of Higher Education, 8, April 7, 1980.

810 Teaching assistants at University of Wisconsin end strike that began April 1; fail to get new contract. The Chronicle of Higher Education, 10, May 12, 1980.

811 Faculty union at University of Wisconsin at Madison has filed a lawsuit challenging campus chancellor's right to reduce pay of faculty members who held classes off campus rather than cross picket lines set up earlier this year by striking teaching assistants. The Chronicle of Higher Education, 2, July 28, 1980.

812 University of Wisconsin at Madison will no longer bargain with union representing teaching assistants who have been bargaining under voluntary "structure agreement" developed in 1970. The Chronicle of Higher Education, 7, August 25, 1980.

WORKLOAD

813 AAUP Collective Bargaining Congress takes stand on issue of overload pay,saying faculty members should negotiate time-and-a-half pay for overtime. Higher Education Daily, 4, December 11, 1980.

814 Wesleyan University plans to increase student-faculty ratio. The Chronicle of Higher Education, 2, March 10, 1980.

YESHIVA DECISION

815 Two collective bargaining cases reflect continuing impact of Yeshiva decision...NLRB orders additional hearings to determine status of faculty members at Salem College in West Virginia...and Ithaca College Faculty Association petitions Supreme Court to review circuit court decision dismissing lawsuit brought against college for refusing to negotiate. The Chronicle of Higher Education, 16, October 6, 1980.

816 Stevens Institute of Technology and Stephens College have terminated contract negotiations with faculty unions citing Supreme Court's "Yeshiva" decision. The Chronicle of Higher Education, 10, April 28, 1980.

817 University of New Haven announces decision on faculty negotiations...applying principles affirmed by U.S. Supreme Court in Yeshiva University case, independent university declines to bargain collectively with group representing full-time faculty. (U. New Haven press release, March 7, 1980).

818 Unions, universities square off in post-Yeshiva pleas to NLRB...NLRB asks eight institutions with pending litigation questioning managerial status of faculty to submit statements of position in light of Yeshiva. Higher Education Daily, 5-6, August 1, 1980.

BIBLIOGRAPHIES: LABOR RELATIONS IN HIGHER EDUCATION

819 Academic Collective Bargaining Information Service. Selected bibliography. Washington, D.C.: ACBIS, (1974).

820 An American Federation of Teachers' bibliography. Detroit: Wayne State University, 1980.

821 Blackwell, Thomas E. The college law digest, 1935-1970. Washington, D.C.: National Association of College and University Attorneys, 1974.

822 Coe, Allan C. A study of the procedures used in collective bargaining. Journal of the College and University Personnel Association, 24: 18-25, September 1973.

823 Compton, Luvenia. Collective bargaining in higher education. A bibliography. Series 1. San Luis Obispo: California Polytechnic State University, 1978.

824 Cornell University, New York State School of Industrial and Labor Relations. Public employment bibliography, 1971, 1973. Ithaca, N.Y.

825 Education Commission of the States. Collective bargaining in post secondary institutions. 92-98, Report #45. Denver, Colo.: Education Commission of the States, Department of Research and Information Services, 1974.

826 Gaul, Kathleen, comp. Collective bargaining in education: a bibliography of recent materials. Terre Haute: Indiana State University, June 1978.

827 Halstead, D. Kent. Higher education planning: a bibliographic handbook. Washington, D.C.: National Institute of Education, June 1979.

828 Harmon, L. Status of women in higher education: 1963-1972. A selective bibliography. Ames: Iowa State University, n.d.

829 Harris, Robin S., et al. Select bibliography of higher education in Canada. Canadian Journal of Higher Education, 74-81, 1975.

830 Hudson, Bennett and James L. Wattenbarger. Collective bargaining in higher education: a selected annotated bibliography. Gainesville, Fla.: Florida University, Institute of Higher Education, April 1972.

831 Marks, Kenneth E., comp. Collective bargaining in U.S. higher education: 1960-1971, a selective bibliography. Ames: Iowa State University Library, 1972.

832 Meeth, L. Richard, ed. Selected issues in higher education; an annotated bibliography. New York, N.Y.: Teachers College Press, Columbia University, 1965.

833 Moore, Kathryn M. and Peter A. Wollitzer. Women in higher education: a contemporary bibliography. Washington, D.C.: National Association of Women Deans and Counselors, 1979.

834 Myers, Donald, A. Bibliography on professionalization and collective bargaining. Washington, D.C.: American Federation of Teachers, 1974.

835 National Center for the Study of Collective Bargaining in Higher Education and the Professions. Collective bargaining in higher education. Annual Bibliographies. Vol. 1, 1973 to date. New York: NCSCBHEP-Baruch College.

836 National Center for the Study of Collective Bargaining in Higher Education. Higher education collective bargaining: other than faculty personnel. V.1, 1975 and V.2, 1976. New York: NCSCBHE-Baruch College.

837 Pezdek, Robert V. Selective bibliography of materials in labor relations of interest to colleges and universities. Journal of the College and University Personnel Association. 23(4): 74-82, 1972.

838 Phelps, Douglas. Student rights and collective bargaining: a guide to resources. Amherst, Mass.: University of Massachusetts, Student Organizing Project, 1976.

839 Research Project on Students and Collective Bargaining. Third party pressures on a two-party process. (Conference Orientation Packet). Washington, D.C.: 1976.

840 Roberts, Dayton Y., ed. Legal issues in higher education, 1969-1970: a selected annotated bibliography. Gainesville, Fla.: Florida University, Institute of Higher Education, 1971. (ERIC #ED 050 683)

841 Rothman, William A. A bibliography of collective bargaining in hospitals and related facilities. v.1 (1959-1968); v.2 (1969-1971), University of Michigan, Institute of Labor. v.3 (1972-1974), Cornell University, School of Industrial and Labor Relations, Ithaca, N.Y.

842 Shaughnessy, Marlene. Information sources for New Jersey public sector collective bargaining. 3d ed. rev. by Marjorie Watson. New Brunswick, N.J.: Rutgers University, Institute of Management and Labor Relations, 1976.

843 Shaughnessy, Marlene. Information sources for California public sector collective bargaining. Los Angeles: University of California, 1978.

844 Shealy, Robert E. A bibliography of the literature related to functions and roles of college and university faculty. Austin, Texas: Institute of Higher Education Management, University of Texas, 1979. (ERIC #ED 175 313)

845 Shealy, Robert E. A bibliography of the literature related to the organization and structure of colleges, universities and academic departments. Austin, Texas: Institute of Higher Education Management, University of Texas, April 1979. (ERIC #ED 175 314)

846 Shulman, Carol H. Collective bargaining on campus: annotated bibliography. Washington, D.C.: American Association for Higher Education, 1972. (ERIC #ED 058 466)

847 Silver, Donna and Jane Magee. Women administrators in higher education: a selected bibliography. Madison, Wisconsin: University of Wisconsin, January 1978.

848 Tice, Terrence N. Resources on academic bargaining and governance. Washington, D.C.: ERIC Clearinghouse on Higher Education. The George Washington University, 1974.

849 Tice, Terrence N. Resources on campus governance and employment relations, 1967-1977; Supplement 1977-1979. Washington, D.C.: Academic Collective Bargaining Information Service, 1978, 1980.

850 U.S. Department of Labor. Employment relations bibliography 1967-1977: public, non-profit and professional employees, with background in labor law and practice. Washington, D.C.: U.S. Government Printing Office, 1978.

851 U.S. Department of Labor, Labor Management Services Administration, Public Sector Labor Relations Information Exchange. Current references and information services for policy decision-making in state and local government labor relations: a selected bibliography. Washington, D.C.: U.S. Government Printing Office, November 1971.

852 University of Alabama, Manpower and Industrial Relations Institute.
. Public sector labor relations - Bibliography #1, 1972.
. Collective bargaining in higher education-Bibliography #2, 1972.
. Faculty Bargaining (Bibliography) (n.d.).
. Bibliography #4, 1974.
. Readings in public sector labor relations, 1975.

RESOURCES AND PERIODICALS

AAUP Bulletin
ACBIS Fact Sheets and Research Summaries
AGB Reports (Assn. of Governing Boards of Universities & Colleges)
Academe (American Assn. of University Professors)
American School and University
American Teacher (American Federation of Teachers)
Arbitration in the Schools (American Arbitration Association)
Arbitration Journal (American Arbitration Association)
California Public Employee Relations
Canadian Association of University Teachers Bulletin
Canadian Education Index
Change
Chronicle of Higher Education
College and University Teacher
College Law Bulletin
College Law Digest (National Assn. of College & University Attorneys)
Community and Junior College Journal (American Assn. of Community & Jr. Colleges)
Community College Frontiers
Community College Review
Compact (Education Commission of the States)
Current Index to Journals in Education (ERIC)
Dissertation Abstracts
Education Administration Abstracts
Education Index
Educational Administration Quarterly
Educational Forum
Educational Record (American Council on Education)
ERIC/Higher Education Research Currents
ERIC/Higher Education Research Reports
Government Employee Relations Report (Bureau of National Affairs)
Harvard Educational Review
Higher Education
Higher Education and National Affairs (American Council on Education)
Higher Education Daily
Index to Legal Periodicals
Industrial and Labor Relations Review
Industrial Relations
Industrial Relations Law Journal
Journal of Collective Negotiations in the Public Sector
Journal of College and University Law (Nat'l Assn. of College & Univ. Attorneys)
Journal of College Student Personnel
Journal of Higher Education
Journal of Law and Education
Journal of the College and University Personnel Association
Labor Arbitration in Government (American Arbitration Association)
Labor Law Journal
Labor Relations in Education
Labor Relations Reporter (Bureau of National Affairs) - Decisions of the Courts, Decisions of the NLRB, Fair Employment Practice Cases, Labor Arbitration Reports
Liberal Education
Library Literature

NACUBO Business Officer (Nat'l Assn. of College & Univ. Business Officers)
NEA Advocate (National Education Association)
NEA Reporter
National Association of Student Personnel Administration (NASPA) Journal
On Campus with Women (Project on the Status and Education of Women)
PERB News (N.Y.)
PERS Information Bulletin
Personnel
Personnel Administrator
Phi Delta Kappan
Public Affairs Information Service (PAIS)
Public Personnel Management
Research in Higher Education
Resources in Education (ERIC)
Sociology of Education
Teachers College Record

INDEXES

AUTHOR INDEX
(With Citation Numbers)

Abel, Emily 477
Abuhl, Ralph E. 612
Adams, Barbara 413
Ahrens, Stephen W. 53
Alexander, Paula B. 54
Alleyne, R. 412
Alvarado, Andrew J. 311
Alvarez, Manuel B. 426
Ames, Peter J. 614
Ancell, Mary K.Z. 615
Andreasen, Haakon L. 506
Andrews, Mary A. 371
Andruskiw, Olga 14
Angell, George W. 648
Armstrong, Cheryl L. 117
Atelsek, Frank J. 616

Badillo, Herman 297
Baker, Jesse E. 239
Balch, Pamela M. 240
Balderston, Frederick E. 432
Baldridge, J. Victor 14a, 79, 80, 413
Bane, Karen L. 124
Baratz, Morton S. 617
Barba, William C. 649
Bartnick, Stanley J. 414
Bartos, Michael W. 564
Beaumont, Marion S. 565
Becker, William E. 265
Beckman, Joseph 392
Beeler, Kent D. 605
Begin, James P. 587
Begin, Richard L. 225
Bell, David P. 15
Beloch, Shirley 312
Bender, Frances K. 552
Bennett, James T. 56
Benson, Dena E. 668
Berdahl, Robert 313
Bergmann, Thomas J. 205, 270
Berk, R. A. 241
Berrier, Paul R. 393
Bersi, Mary A. 57
Bethel, T. A. 669
Bevan, John M. 242
Bidwell, John D. 16
Bindseil, Kenneth R. 507
Birmingham, Joseph C. 513
Birnbaum, Robert 58, 220
Bixby, L. E. 538
Blackwell, Thomas E. 821
Blanton, J. C. 59
Bledsoe, Gerie 298
Blitz, Rudolph C. 618
Board, Warren L. 619
Borland, D. T. 118, 598-601
Bornheimer, Deane G. 236, 289
Bowerman, Karen D. 221
Brachtenbach, Marilyn H. 620
Breneman, David W. 516
Breslin, Richard D. 566
Bress, Joseph M. 394
Brittingham, Barbara E. 217
Brown, Frank 395
Brown, Stephanie L. 553
Brown, William M. 657
Bryant, Jerry 438
Bucklew, Neil S. 60
Bullis, Bruce 82a
Bumpass, T. M. 387
Bunzel, John 314
Burke, Edward J. 670
Burnett, C. W. 59
Buss, W. G. 226

Caldwell, J. 502
Campbell, R. Lynn 621
Cannizarro, Frank 62
Carhart, John I. 315
Carnahan, Robert E. 271
Caruthers, Kent 299
Casey, Robert J. 12
Cashin, William E. 243
Catlin, George E. 119
Caynon, William A. 428
Ceddia, Anthony F. 290
Centra, John A. 244, 245
Chandler, Margaret K. 63, 316, 317, 622
Chanin, Robert 408
Cheit, Earl F. 300
Childers, Marie E. 318
Christ-Janer, Arland F. 554
Christiansen, Rolf D. 506
Cingcade, Lester E. 403
Cleary, R. E. 319
Coe, Alan 602
Coe, Allan C. 822
Collins, Charles C. 315
Compton, Luvenia 823
Cook, Echol E. 623
Cook, Thomas J. 309
Cooke, Alfred L. 555

Cooney, John E. 479
Corson, John J. 320
Corwin, Thomas M. 539
Coudret, Nadine E. 363
Courneya, Thomas E. 222
Cowley, W. H. 321

Danese, Gino 272
Daponte, Kenneth J. 211
Davis, Carolyne K. 556
Demarco, K. 364
DiBiase, Elaine R. 624
Dickens, M. E. 482
Dillon, Kristine E. 124, 130
Dingerson, Michael R. 17
Divine, Horace A. 273
Dorf, Gerald L. 301
Dorfman, Mark S. 540
Dougherty, Edward A. 556
Douglas, Joel M. 125, 322, 658, 671
Douglas, Minnie 650
Driscoll, James W. 274
Duane, Michael J. 359
Dubeck, Leroy 64
Duryea, E. D. 323
Dworkin, J. B. 625
Dyer, Lee 584

Ecker, George 324
Eddy, Margot S. 659
Edelson, Paul J. 206
Edmundson, Jeff 610
Edwards, Harry T. 396

Farkas, E. C. 365
Farmer, Charles H. 246
Fields, Cheryl M. 136, 307, 308
Fincher, Cameron 247
Finn, Chester E., Jr. 355, 516
Fiske, Edward B. 3, 4
Fitzgerald, Gerald D. 66
Flanary, P. E. 78
Fleming, R. W. 536
Flygare, T. J. 672
Ford, Laura C. 541
Forest, Robert F. 325
Fowler, Gerard A. 67
Foxman, Steven H. 232

Galiano, Russell P. 275
Gannon, Philip J. 326
Gappa, Judith M. 654
Garbarino, Joseph W. 68-70, 237, 416
Garfin, Molly 71, 125
Gaul, Kathleen 826
Geeter, J. 72
George, Paul S. 542
Gerry, Frank C. 673
Gershenfeld, Walter J. 73
Getz, Gregory J. 674
Giallombardo, Sylvia J. 327
Gibbons, Muriel K. 536a
Gilmore, Carol B. 18
Glenny, Lyman A. 356
Glover, Robert H. 433
Golomb, Solomon W. 126
Gomberg, Irene L. 616
Goodwin, Felix L. 33
Gorman, R. A. 675
Graebner, W. 543
Grant, Robert 223
Green, Clarence D. 328
Greenwood, Gordon E. 248
Gregory, Harry V. 421
Greig, Jay E. 676
Grimstead, Kenneth 397
Grites, Thomas J. 604
Gross, Anne C. 539
Grymes, Robert J., Jr. 481
Gunter, Ralph D. 627
Guthrie-Morse, Barbara J. 569

Habbe, D. 264
Haddad, M. 482
Halstead, D. Kent 827
Hammel, Joseph 493, 494
Hample, S. R. 557
Hankin, Joseph N. 651
Harmon, L. 828
Harper, Earl 276
Harris, John W. 12
Harris, Robin S. 829
Harrison, Michael I. 592
Harter, Lafayette G., Jr. 628
Harvey, Helen M. 127
Head, Ronald B. 483, 484, 489
Heie, Harold 249
Helfant, David B. 74
Heller, W. F. 544
Helsby, Robert D. 75, 589
Henard, Ralph E. 661

Henig, R. M. 677
Henkel, Jan W. 409
Henry, Joanne K. 385
Hercus, Terry F. 106
Hermann, Robert L. 291
Heylman, P. M. 653
Hill, Andrew 120
Hills, Frederick S. 270, 329
Hoffman, Ron 107
Hogges, Ralph 19
Hollander, Patricia A. 398
Hollander, T. Edward 302
Holley, William H. 606
Hook, Sidney 76, 357
Hooper, Charles E. 330
Hornig, Lilli S. 655
Houston, C. A. 570
Howes, Nancy J. 14
Hudson, Bennett 829
Humphrey, Kenneth L. 207
Hunt, Earl S. 485
Hutto, Thomas A. 277
Hyman, William E. 20

Ikenberry, D. Jane 487

Jacobs, K. J. 21
Jascourt, Hugh D. 304, 537, 593, 679
Jenny, Hans H. 545
Jiminez, Jorge E. 77
Jobe, J. L. 25
Jchnson, Manuel H. 56
Johnson, R. W. 625
Jones, Sherman J. 331
Jonsen, Richard W. 518
Julius, Daniel 316, 317

Kaelke, M. E. 557
Kaplin, William A. 400, 401
Kaufman, J. J. 78
Kelley, Edward P., Jr. 648, 673
Kelley, Lane 652
Kemerer, Frank R. 36, 79, 80, 322
Kerr, Clark 558
Kervin, John B. 128
Khalaf, Omar M. 333
King, David J. 81
King, Francis P. 309
Kirsch, I. 607
Kirschling, Wayne C. 250
Klagholz, Leo F. 566
Klover, Jon A. 366
Knott, Ildiko 292
Kohler, L. T. 82
Kramer, Barbara B. 34
Kramer, H. C. 509
Kramer, Saul J. 680
Krause, Loren A. 658
Kryvoruka, K. J. 402
Kuechle, David 681
Kuk, Linda 35

Lagoe, Ronald J. 278
Lagotic, Frank J. 279
Lahti, Robert E. 334
LaMorte, M. W. 233
Landry, Simon 108
Lang, Theodore H. 40
Latta, W. J. 603
Lauroesch, William 109
Lauter, Paul 486
Lawler, John 68
Lee, Barbara A. 335, 336, 684
Lee, Jerry C. 439
Lefebvre, Jeanne M. 337
Lefkowitz, Jerome 590
Leslie, David W. 483, 487-489
Lester, Jeannette A. 293
Lewis, Darrell L. 265
Lewis, Lionel S. 629
Liebert, Esther 13
Lienemann, William H. 82a
Linney, Thomas J. 434, 630
Litchfield, Edward H. 294
Little, Teddy 280
Lombardi, John 23
Lonsdale, Richard C. 236

MacLean, Sandy 600
McArt, Ebba W. 83
McCarthy, Jane 224
McEwen, Everett E. 84
McIntire, Warren W. 89
McIntyre, Chuck 575
McLane, C. B. 631
McLaughlin, Gerald W. 208
McLean, John F. 110
McMenemy, Agnes C. 367
Maeroff, Gene I. 490, 632, 685

Magarrell, Jack 129, 576
Magee, Jane 847
Manilla, S. James 338
Marko, Lynn 429
Marks, Carolyn A. 85
Marks, Kenneth E. 339, 831
Marsh, Herbert W. 130, 251
Marshall, J. L. 577
Marver, J. D. 132
Mathews, James D. 340
Matthews-Halbower, Jana B. 131
Mautz, Robert B. 263
Mazia, J. A. 215
Meadows, R. B. 233
Medalie, Jerome 266
Meeth, L. Richard 832
Melchiori, Gerlind S. 559
Menard, A. P. 686
Mercer, Walter A. 86
Merriam, Mary L. 24
Metzger, Loya F. 6
Michaelis, Dennis F. 341
Middleton, Lorenzo 7, 633
Millett, John D. 342
Miner, Robert W. 99
Mintz, Bernard 87
Minus, Tony 281
Montanari, Majorie J. 360
Moore, Kathryn M. 833
Morales, Gerard 388
Morrill, A. K. 686
Mortensen, Lynn 256
Mortimer, Kenneth P. 73, 88, 560
Mounts, Philip H. 89
Muffo, John A. 25, 578
Mullan, David J. 634
Muller, Julia K. 656
Munsterman, Richard E. 90
Muse, Corey J. 252
Myers, Catherine 253
Myers, Donald A. 834

Najita, Joyce M. 403, 596
Naples, C. J. 91
Napolitano, Frank A. 343
Nartonis, David K. 579
Neumann, Y. 282, 344, 581
Nevison, Christopher H. 435
Newton, David 92
Nicewander, Dennis R. 467
Nielsen, Robert 99
Nordin, Virginia D. 396
Nordvall, Robert C. 254
Norris, Robert G. 345
North, Joan 255

O'Brien, Dennis 688
O'Hanlon, James 256
Oi, Walter Y. 546
O'Malley, John T. 205
Orpen, Christopher 257
Orwig, Melvin 299
Orze, Joseph J. 361
Osborne, Woodley B. 689, 690
O'Toole, James 635, 636
O'Toole, Rodger K. 93
Owen, William R. 283

Parsons, Michael H. 491
Paterson, Basil A. 305
Patton, Carl V. 132, 547
Penner, Roland 111, 112
Perlman, Daniel H. 346
Person, Roland 430
Peterson, Patti M. 94
Pettit, Lawrence K. 347
Pezdek, Robert V. 837
Pezzullo, Thomas R. 217
Phelps, Delano R. 638
Phelps, Douglas 838
Philippi, Harlan A. 512
Pisapia, John R. 268
Plosser, William 493, 494
Plumley, Virginia D. 284
Plyler, Chris P. 362
Pollack, Ronald W. 639
Ponak, Allen N. 591
Porter, Randall 647
Porter, William E. 258

Quigley, E. James 662

Ramagli, Howard J. 248
Ramsey, Michele L. 285, 404
Rehder, R. R. 348
Riccio, E. 349
Richardson, Richard C., Jr. 26, 295, 349
Ringer, Fritz 350
Roark, Anne C. 8

Roberts, Dayton Y. 840
Ross, Doris 411
Rothman, William A. 841
Rubin, I. S. 562

Saks, Daniel H. 209
Sanders, Jane 9
Satryb, Ronald P. 36, 212
Schaffer, D. R. 607
Schechtman, Ronald H. 691
Scheck, D. 259
Scheer, Eugene B. 514
Schermerhorn, Karen R. 496
Schmid, Margaret 641
Schmidtlein, Frank A. 356
Scholl, Stephen 255
Schwab, Donald P. 584
Schwartz, Stanley J. 351
Schwartzman, Herbert D. 692
Schwerin, Ursula C. 563
Scoles, Eugene F. 642
Scott, Cynthia A. 585
Scott, Robert A. 27
Scully, Malcolm G. 730
Seabury, Paul 37
Seldin, Peter 260
Shanker, Albert 96
Shaughnessy, Marlene 842, 843
Shealy, Robert E. 844, 845
Shepard, I. M. 653
Shulman, Carol H. 218, 663, 846
Silber, John 515
Silver, Donna 847
Simpson, W. A. 551
Slocum, Richard E. 497
Smith, Arthur B., Jr. 133
Smith, Bonnie R. 10
Smith, George P. 608
Smith, Robert M. 498
Smith, R. R. 499
Soberman, Daniel A. 97
Sorgman, Margo 219
Spangler, R. K. 261
Spence, Mary S. 609
Stalcup, Robert J. 28, 438
Stanton, L. Patrick 98
Stein, Ronald H. 358
Stephens, David B. 238
Stetson, Damon 693
Stone, Courtney C. 657
Stunard, E. Arthur 436
Swan, Kenneth P. 113

Tabory, Ephraim 592
Taliaferro, William 100
Tang, Anthony M. 618
Tanimoto, Helene S. 596
Tate, Ellienne T. 368
Taylor, James R. 286
Teague, Gerald V. 604
Thomas, C. R. 296
Thomson, Mark 591
Thorne, Gaylord L. 262
Tice, Terrence N. 848, 849
Tierney, Michael L. 14a, 560
Timm, Paul R. 238
Tucker, Allan 263
Tuckman, Howard P. 500-502
Tuma, David T. 664
Tuminia, Philip A. 352
Turner, Majorie A. 503

Uehling, Barbara S. 210, 654

Vachon, Reginald I. 102
Van De Graaf, John H. 353
Van Winkle, R. A. 504
Veglahn, Peter A. 103
Voelz, Carol A. C. 29
Vogler, William D. 500, 501
Volkwein, J. Fredericks 354

Walden T. 643, 644
Walker, Donald E. 30
Wardwell, W. I. 116
Warner, Robert J. 441
Wasserman, Don 454
Watkins, Beverly T. 419, 505, 694
Watson, Marjorie 842
Wattenbarger, James L. 830
Weatherford, J. 431
Weeks, Kent M. 213
Weiss, Samuel 645
Weston, Hanna 121
White, Everett E. 306
Wilke, Arthur S. 646
Wilkinson, Bonnie 695
Williams, Donald T., Jr. 321
Wilson, Bennie J. 287
Wilson, Logan 269
Wingfield, Clyde J. 99
Winogora, Leonard 658
Winschel, Carolyn 31

Wiseman, Charles 437
Wissore, Bruce R. 135
Wolf, Benjamin 235
Wollett, Donald H. 420
Wollitzer, Peter A. 833
Woodbury, Kenneth B., Jr. 586
Work, William 104

Young, D. Parker 405, 406
Yurko, R. J. 407

Zemsky, Robert 647

103

TITLE INDEX
(With Citation Numbers)

AAUP urges courts to weigh circumstances before compelling professors to reveal votes... 633
AFT to press for unionization of part-timers 505
Academia in transition: mid-career changes or early retirement 547
Academic collective bargaining: unit determination factors in higher education, the NLRB and the states 649
Academic collective bargaining and the governance of the public two-year college 311
Academic collective bargaining in the United States: reflections after the first decade 60
Academic decision-making structure 318
Academic freedom and federal regulation of university hiring 1
Academic freedom and tenure 2
Academic governance and collective bargaining 350
The academic incentive system: some effects of collective bargaining on salary and security in four-year colleges and universities 569
Academic judgment in the courts 390
Academic power: patterns of authority in seven national systems of higher education 353
Academic productivity and faculty supplemental income 130
Academic researchers protest rules requiring strict accounting of time 8
Academic rewards in higher education 265
Academic tenure: its recipients and its effects 629
Academic tenure and its alternatives 617
Academic tenure and mandatory retirement under the new law 546
Academic tenure and the courts 615
Academic women show gains in combating sex discrimination 214
Accountability in higher education: forces, counterforces and the role of institutional accreditation 12
Adjuncts - friend or foe of faculty unionization? 496
Administrative evaluation 31
The administrator and collective bargaining 19
Administrator evaluation: concepts, methods, cases in higher education 246
Affirmative action and equal employment opportunity at the University of Arizona from May 1966 to December 1976 33
Affirmative action in campus contracts 32
Affirmative action in higher education 36
After the Yeshiva case 681
Against tenure 635
Agency shop vs. tenure 613
Alternatives to student ratings of college teaching 248
Alternatives to tenure 630
American academics: then and now 269
An American Federation of Teachers' bibliography 820
The American Federation of Teachers in higher education: a history of union organization of faculty members in colleges and universities, 1916-1966 293
An analysis of court cases pertaining to academic affairs: their implications for academic freedom in the classroom 10
An analysis of faculty perceptions of the performance of governing boards in academic affairs and alternate patterns of governance in institutions of higher education 333
Analysis of opinions of voters and key educational leaders toward governance of postsecondary education in Michigan 326

Analysis of part-time contract information 504
Analysis of predominant issues in collective bargaining agreements at public two-year postsecondary educational institutions 127
An analysis of Seeman's factors of alienation (powerlessness, meaningless, normlessness, isolation and self-estrangement) and their relation to faculty attitudes toward collective bargaining 271
An analysis of the Berkeley faculty election 237
An analysis of the long-range planning processes being used in selected institutions of higher education 436
An analysis of the perceptions of personal influence in decision-making held by non-instructional administrators on faculty unionized versus non-unionized campuses in Ohio public universities 29
An analysis of the processing of faculty grievances in Pennsylvania community colleges 1970-1976 360
Anatomy of a settlement: faculty salary negotiations at William Rainey Harper College in 1976 564
Another challenge; age 70 retirement in higher education 545
Approaching faculty productivity as a mechanism for retrenchment 553
Appropriate bargaining units in health care institutions... 387
Arbitration Awards:
American Association of University Professors and Rhode Island Board of Regents and the University of Rhode Island 49
Board of Trustees and Shoreline Community College Federation of Teachers 51
Florida State University 42
Long Island University -C.W. Post Center 46
Niagara County Community College and Faculty Association of Niagara County Community College 47
(Arbitration Awards)
Northeast Wisconsin Vocational, Technical and Adult Education District and its faculty association 52
Rhode Island Junior College 50
United University Professions (State University of New York) 48
University of Dubuque and University of Dubuque Faculty Association for College of Liberal Arts 43
University of New Haven and University of New Haven Board of Faculty Welfare, American Federation of Teachers 4
Wayne State University and Wayne State University Chapter AAUP 45
Arbitration on a non-unionized campus 38
Are faculty members scholars or managers? The Yeshiva case... 686
Are professionals managers ? 667
Are there alternatives to collective bargaining? I. 92
Are there alternatives to collective bargaining? II. 76
Are there alternatives to collective bargaining? III. 96
Are they "protected employees"? 391
An assessment of the impact of collective bargaining on academic governance within New Jersey public institutions of higher education 352
Assuring stability in collective bargaining 288
Attitudes of college faculties toward unions: two case studies 274
The attitudes of presidents and chief academic officers toward faculty collective bargaining in Texas' community and junior colleges 513
Attitudes toward joining unions and the educational environment: a study of college students 606

Bargaining: rights and responsibilities of the parties 82

Bargaining and conflict management; new structures for academic negotiation 220
Bargaining unit status of part-time faculty 483
Bargaining with non-professionals 454
Bargaining with student personnel professionals 597
Benefit plans in higher education 309
The benefits and burdens of federal financial assistance to higher education 300
Beyond affirmative action 35
A bibliography of collective bargaining in hospitals and related facilities 841
A bibliography of the literature related to functions and roles of college and university faculty 844
A bibliography of the literature related to the organization and structure of colleges, universities and academic departments 845
Bibliography on professionalization and collective bargaining 834
Boston University collective bargaining agreement 122
British Columbia and the faculty associations 110
Budgeting in higher education 299
The burden of compliance with federal regulations 218
Bureaucratic drift in the governance of higher education: insights from organization theory 348
Bureaucrats and brainpower - government regulation of universities 37

California disclosure law challenged by University of California... 415
Campus negotiators -- a critical comment 61
Campus priorities and resources: the decision-making process at the State University of New York at Albany, 1975 and 1976 354
Can faculty unions provide leadership on educational issues? 295
Case writing: its role in faculty retention, promotion, and tenure decisions 506
Challenge for the universities: managing through the transitions of the 1980's 432
Changes in the role of the dean since the advent of faculty collective bargaining in selected institutions of higher education in Pennsylvania 85
Changing administrative relations under collective bargaining 23
Church, the state and the national labor relations act: collective bargaining in the parochial schools 402
City University considering a plan that would limit tenure 645
Class size, students' evaluation, and instructional effectiveness 251
Classical tenure and contemporary alternative: academe's principles and court decisions 624
The clouded future of faculty governance 332
Cold war on the campus: academic freedom at the University of Washington 1949-1964 9
Collective bargaining - an administrative perspective 24
Collective bargaining - faculty status under the National Labor Relations Act 517
Collective bargaining: issues and implications for the student affairs worker 603
Collective bargaining; its impact on maturing administrative thought 21
Collective bargaining: roles for students and student personnel administrators 602
Collective bargaining, a new common law for college professors 395
Collective bargaining and faculty involvement in governance 349
Collective bargaining and five key higher education issues 59

Collective bargaining and middle-level administrators 26
Collective bargaining and part-time faculty: contract content 487
Collective bargaining and power at Wayne State University from 1969 to 1976 328
Collective bargaining and student affairs: guidelines and professional action 598
Collective bargaining and student personnel - a primer 599
Collective bargaining and the academic librarian, 1976-1979 431
Collective bargaining in education: a bibliography of recent material 826
Collective bargaining in education; saint or sinner? 75
Collective bargaining in higher education 97
Collective bargaining in higher education. A bibliography 823
Collective bargaining in higher education: a selected annotated bibliography 830
Collective bargaining in higher education. Annual Bibliographies 835
Collective bargaining in higher education-Bibliography 852
Collective bargaining in higher education: expectations and realities - a university president's viewpoint 515
Collective bargaining in higher education: state legislatures still hold purse strings 409
Collective bargaining in higher education: the Western Michigan University experience 90
Collective bargaining in higher education: Up the creek or down the slippery slope -- reports from the field 81
Collective bargaining in higher education systems: a study of four states 82a
Collective bargaining in postsecondary institutions 825
Collective bargaining in public universities; a comparative study of Mexican and American law 426
Collective bargaining in U.S. higher education: 1960-1971, a selective bibliography 831
Collective bargaining information service 123
Collective bargaining on campus: annotated bibliography 846
Collective bargaining under declining enrollments: trends in conditions of employment clauses 128
Collective representation and bargaining at the University of Wisconsin-Oshkosh 89
Collective vision and collective bargaining 688
College faculty as "managerial employees": implications of the Yeshiva University decision for faculty unionization 684
College faculty salary shrinkage, 1967-1979 570
The college law digest, 1935-1970 821
College professors: do they have managerial status? 314
Colleges give bigger raises to women but men's average pay is still higher 576
Colleges pondering more flexible alternatives to tenure 632
Colleges turn to part-time professors 490
Common interest as a basis for collective bargaining in the State University of New York (SUNY) System 83
A comparative analysis of the perceptions and attitudes of West Virginia legislators and higher education faculty toward the effect of collective bargaining on selected aspects of higher education 277
A comparative study of collectively negotiated and constitutionally guaranteed procedural due process rights as they relate to the non-retention of tenured and non-tenured personnel in institutions of higher education in PA. 232
A comparative study of Florida's public community colleges: internal governance structures; faculty satisfaction with their roles in decision-making, and their perceptions of collective bargaining 119

A comparison of attitudes of faculty members toward collective negotiations at selected public and private institutions of higher education 281
A comparison of campaign techniques in contested faculty elections: an analysis of the Florida experience 238
A comparison of 1976-77 faculty salaries in 241 small colleges 579
A comparison of research techniques used in the collective bargaining process 53
A compensation of full-time faculty in U.S. medical schools 585
Competencies for part-time faculty: the first step 482
Components of contracts arrived at through collective bargaining at Illinois public community colleges in 1976-1977: a classification system 135
Computer simulation - training tool for collective bargaining 103
Conflict handling by department heads in higher educational administration 221
Conflict, retrenchment, and reappraisal: the administration of higher education 558
Confrontation over "permissive issues" 588
Considerations in establishing early retirement incentives 544
Constitutional due process for academic dismissals 227
Constitutional law: due process in academic dismissal 228
Constitutional law - procedural due process - university hearings regarding academic dismissal 229
Construction of rating instruments for faculty evaluation: a review of methodological issues 241
Consulting and conflict interest 124
Consulting at colleges and universities: an analysis of the process 131
Contemporary perceptions of unionization in the medical profession: a study of attitudes of unionized and non-unionized physicians 366
A contingency approach to planned change in colleges and universities 433
Contract development in higher education faculty collective bargaining 125
Correlates of faculty salary levels 584
Court Cases:
Alabama Education Association v. Board of Trustees of the University of Alabama 147
Anthony Paine and University of Toronto, the President and Governing Council, the Tenure Committee and the Tenure Appeal Committee 114, 115
Baylor University Medical Center v. NLRB 369
Berry College 164
Board of Regents of State of Florida v. Public Employees Relations Commission, State of Florida and United Faculty of Florida 157
Board of Trustees for State Technical Colleges v. Federation of Technical College Teachers 155
Board of Trustees of Community College District 508, Cty. of Cook v. Cook County College Teachers Union 168
Board of Trustees of Keene State College v. Sweeney 139
Boston University 172
(Trustees of) Boston University v. National Labor Relations Board 173
Brooklyn College 185
California School Employees Association, Chapter 33 v. San Mateo County Community College District 149
Campbell v. Ramsey 148
Central Michigan University 175
Central Michigan University Faculty Association v. Central Michigan University 174
Central Piedmont Community College 459, 490
Cohen v. Illinois Institute of Technology 137

TITLE INDEX (cont'd.)
(Court Cases)
Community College of Baltimore 44
Community College of Philadelphia 191
Crere Shawer v. Indiana University of Pennsylvania 192
Delaware State College v. Ricks 138
Diana L. Spirt v. Teachers Insurance and Annuity Association, College Retirement Equities Fund and Long Island University 188
Dunlop v. Kent State University 461
Fashion Institute of Technology 146
Fisher v. Dillard University 171
Florida International University 158
Gordon Junior College Chapter of the AAUP v. Board of Regents of the University System of Florida 165
Graney v. Board of Regents of University of Wisconsin System 201
Haskell v. Rice University 462
Ishigami v. University of Hawaii 167
Ithaca College 187
Ithaca College Faculty Association v. National Labor Relations Board 145
Jepsen v. Florida Board of Regents 160
Johnson v. University of Bridgeport 457
Junior College District of St. Louis v. Califano 180
Keene State College 184
Keene State College Education Association NHEA/NEA v. State of New Hampshire and Public Employee Labor Relations Board 183
Kirsner v. University of Miami 161
Kunda v. Muhlenberg College 193
Lahasky v. Board of Higher Education of the City University of New York 186
Lynch v. Indiana State University Board of Trustees 169
Lynn v. Regents of University of California 150
Metropolitan Technical Community College Education Association v. Metropolitan Technical Community College Area 182
Minnesota Education Association and State of Minnesota 178
Muhlenberg College 194
NLRB v. The Catholic Bishop of Chicago 140
NLRB v. Yeshiva University; Yeshiva University Faculty Association v. same 141
National Education Association v. Ray Marshall, et al 156
New York City Health and Hospitals Corp. v. Committee of Interns and Residents 382
Okaloosa-Walton Jr. College Board of Trustees v. Florida Public Employees Relations Commission and Okaloosa-Walton Higher Education Association 162
Peralta Federation of Teachers v. Peralta Community College District 143
Peralta Federation of Teachers, Local 1603, American Federation of Teachers v. Peralta Community College District 151
Peters v. Wayne State University 176
Physicians National House Staff Association v. Murphy 142, 372
Pratt Institute v. United Federation of College Teachers, Local 1460, AFT 189
Queensborough Community College-City University of New York v. State Human Rights Appeal Board, State Division of Human Rights 190
Regents of University of California v. California Office of Information Practices 152
Rojender v. University of Minnesota 179
Rutherford v. California State Personnel Board 153
Seattle University v. United States Department of Health, Education and Welfare 198
Shaw College at Detroit v. National Labor Relations Board 177
State University of New York 144
Stephens Institute v. National Labor Relations Board 145
United Faculty of Florida v. Florida Board of Regents 163
United Stanford Employees, Local 680, Service Employees International Union, AFL-CIO v. NLRB 456

TITLE INDEX (cont'd.)
(Court Cases)
U.S. Department of Education v. Seattle University 199
University of California 455
University of Georgia 166
University of Iowa 170
University of Missouri v. Dalton 181
University of Nevada at Reno 146
University of New Haven and Amalgamated Industrial Union, Local 76B, et al 458
University of Texas 196
University of Wisconsin-Madison 200,202
Vermont State Colleges Faculty Federation, AFT Local 3180 v. Vermont State College 197
Warner v. North Orange Community College District 154
Williamsport Education Association v. Williamsport Area Community College 195
Court ruling stiffens colleges to unions 693
Creative academic bargaining: managing conflict in the unionized college and university 58
Criteria for faculty evaluation relating to teaching, research and service in higher education; an exploratory study of administrator reported priorities 239
Criteria utilized and criteria desired for granting appointment, reappointment, merit salary increases, promotion in rank,and tenure to college and university English faculty 507
Cuebook: state education collective bargaining laws 411
Current references and information services for policy decision-making in state and local government labor relations: a selected bibliography 851
Current tenure practices in schools of nursing 385

A dean's response to a review of procedures and policies governing appointment, promotion and tenure in New England institutions of higher education 512
Democracy in the university: a case study of campus-wide governance at Roosevelt University 346
Demographic trends in higher education: collective bargaining and forced unionism 56
Department chairperson: attitude toward collective bargaining and perception of faculty-administration relationship at selected Michigan community colleges 207
The department chairperson in campus governance 205
Department chairperson perceptions of their position and future 210
Departmental affiliation as a determinant of professors' attitudes toward collective bargaining: a case study 270
A descriptive study of the congruence between department chairmen and faculty perceptions of the role of department chairmen in selected collective bargaining and non-collective bargaining private higher education institutions 206
Determinants of faculty attitudes toward collective bargaining in university graduate departments: an organizational climate approach 282
Determinants of faculty salary in prestigious versus less-prestigious departments: a comparative study of academic disciplines; graduate departments 581
Determining faculty effectiveness 244
Development needs of community college adjunct faculty 499
The development of a new faculty governance model for Castleton State College post collective bargaining 325
Dialog: should faculty merit raises be linked to enrollment increases? 567
Directory of faculty contracts and bargaining agents in institutions of higher education 71
Disciplinary standards and procedures for the campus 212
Dismissal for cause 213
Dispelling a myth: that stereotypic attitudes influence evaluations of women as administrators in higher education 14

The distribution, characteristic and employment benefits of part-time faculty in the Southern United States 485
District of Columbia Board of Labor Relations orders D.C. General Hospital to negotiate with Physicians National House Staff Union over dispute in emergency room schedules 376
Do faculty really work that hard? 663
Do unions belong on campus? 677
Don't be wrong about management rights - be specific 438
Due process and probationary faculty: Roth and Perry in retrospect 230
Due process on campus 231
The dynamics of collective bargaining: challenges of the future 121

Early retirement and the steady state university of the 1970's: a brief review of the literature 542
Easy cases make bad law; academic expulsion and the uncertain law of procedural due process 226
An economic analysis of the causes of unionization of college faculty 306
The economic environment in the eighties, I 302
The economic environment in the eighties, II 298
The economic impact of collective bargaining 305
Education at the bargaining table 104
Educationally sound due process in academic affairs 233
The effect of collective bargaining on the issue of "excellence or quality" in higher education 78
The effect of faculty collective bargaining on academic governance at four-year colleges and universities 335
The effective administrator: a practical approach to problem solving, decision-making and campus leadership 30
Effects of collective bargaining on faculty salaries in higher education 577
Effects of tenure and retirement policies on the college faculty 435
The effects of union exclusion on intergroup work behavior in the Massachusetts State College system 290
Efficiency and equity: the single salary schedule in public higher education 565
Employment practices in academe; symposium 508
Employment relations bibliography 1967-1977: public, non-profit and professional employees, with background in labor law and practice 850
Equal retirement benefits: a progress report 541
Evaluating faculty performance and vitality 250
Evaluation and development of administrators 254
Evaluation of administrators: a new challenge to institional research 25
The evaluation of administrators in higher education: a survey of attitudes of administrators toward evaluation 258
Expectations held for the role of dean as perceived by provosts, chairs and deans themselves in selected collective and non-collective bargaining private institutions of higher education in the United States 327
The experience of Hawaii judiciary in employment and collective bargaining 403
The experience with fact-finding in Michigan post-secondary education faculty/administration collective bargaining disputes 222
The exploitation of part-time professors 486
Extra work found to add 21 percent to base salaries of most professors 129

Factors that relate to unionization within an academic staff 66
Faculty accountability - reality or fantasy? 13
Faculty, administrator, and trustee attitudes about collective bargaining and governance issues in the Kansas public community colleges 341
Faculty advising as faculty development 509
Faculty and administrator attitudes regarding unionism before and after unionization in institutions of higher education 287
Faculty attitudes and collective bargaining at three Ohio universities 278
Faculty attitudes and the scope of bargaining 591
Faculty attitudes towards collective bargaining in nonbargaining private, four-year institutions of higher education in Kansas 285
Faculty bargaining under trustee policy 648
Faculty collective bargaining: implications for academic performance and vitality 91
Faculty collective bargaining activity in Pennsylvania, 1970-75 73
Faculty collective bargaining in Canada: background development and impact 111
Faculty collective bargaining in higher education: antagonism or cooperation in the academic enterprise 77
Faculty collective bargaining in higher education--the Yeshiva decision 692
Faculty consulting: should it be curtailed? 126
Faculty contracts and academic advising 604
Faculty development in higher education 245
Faculty evaluation 252
Faculty evaluation and institutional rewards 242
Faculty evaluation in higher education: a review of court cases and implications for the 1980's 240
Faculty grievances: an aid to the college administrator 359
Faculty involvement in college and university decision-making 331
Faculty pay up, purchasing power down...1979-80's average salary up 7.1 percent, highest in decade overwhelmed by inflation 568
Faculty perceptions of economic aspects, structure and professionalism factors at unionized and non-unionized institutions of higher education in the northeast region of the Unites States 276
Faculty productivity: practice and policy 662
Faculty relations in non-unionized institutions 266
Faculty salaries, 1978-79 575
Faculty teaching load 660
Faculty union activity in higher education-1978 68
Faculty union bid dealt severe blow 65
Faculty union contracts and higher education administration: a study to conceptually analyze provisions of faculty union contracts that intrude on the governance of public higher education administration 330
Faculty union presidents in academe: leadership behaviors and participation strategies 296
Faculty unionism, the first ten years 69
Faculty unionization: an update for 1978 62
Faculty unionization: the pre-Yeshiva years 70
Faculty unionization and collective bargaining; a white paper 102
Faculty unions and the strike weapon 592
Faculty views on student participation in community college governance and decision-making 609
A faculty views its retirement benefit plan: an empirical observation and analysis 540

Faculty vs. administration: rights issues in academic collective bargaining 316
Faculty workload in undergraduate nursing programs 363
'Fallout' from the Yeshiva ruling--- 694
The familial and attitudinal components of collective bargaining choice in higher education 273
Five years of faculty collective bargaining 84
Florida judge frees $8.75 million for pay raises for faculty members at state's public colleges and universities 159
Focus on the part-timer 480
Forty-six colleges and universities now on the AAUP's censure list 5
The fringes of a fringe group: part-timers in academe 500
Future faculty employment levels, projected problems and possible solutions: a commentary 264

Gaining the initiative in collective bargaining 118
Governance: a community college model 315
Governance and leadership in the 80's: role of planning, management and evaluation in decision-making 338
Governance at unionized four-year colleges: effect on decision-making structures 336
Governance of higher education: a review of relevant court cases 345
Government labor relations; trends and information for the future 537
A governmental perspective on the funding of higher education 297
Granting of tenure by court of law is an "inappropriate remedy", three higher education associations have told U.S. Court of Appeals 626
The gray area between due process and academic judgment 235
The grievance appeals process in the State University System of Florida 362
Groups influencing the outcome of a faculty union vote: the AAUP and the faculty committee for self-governance at N.Y.U. 289
Guide to statutory provisions in public sector collective bargaining; strike rights and prohibitions 596
Guidelines for program discontinuance 556
The gypsy scholars: only temporary jobs are offered by colleges trying to curb tenure 479

HEERA: a look at New York experience and California prospects 420
The hidden professoriate: credentialism, professionalism and the tenure crisis 646
Higher education: attitudes toward tenure 643
Higher education: the law and the 1980's in perspective 405
Higher education and the law 396
Higher education collective bargaining: other than faculty personnel 836
Higher education contract clause finder 134
Higher Education Employer-Employee Relations Act: an overview 417
Higher education faculty: characteristics and opinions 267
Higher education planning: a bibliographic handbook 827
Higher education responds to changing retirement laws: a follow-up report 539
The hiring of academic administrators since the 1972 higher education guidelines 17
A historical study of campus governance, tenure and salaries in public two-year colleges in Texas 100
The history of collective bargaining in professional nursing in Michigan 367
A history of the efforts by the South Dakota higher education faculty association to become the collective bargaining unit for state institutions under the jurisdiction of the Regents of education: 1969-1974 291

The history of the negotiability of governance in higher education under New York State Taylor Law 340
House rejects Bill H.R. 2222 to include interns and residents under National Labor Relations Act 375
Housestaff physicians and interns press for bargaining rights 371
How earnings in academe compare with other fields 571
How much does a department chairperson cost? 209
How to cope with collective bargaining in times of fiscal crisis 304

The impact of collective bargaining at the Rancho Santiago Community College District 117
The impact of collective bargaining on governance 322
The impact of collective bargaining on selected aspects of college operations: a comparison of the perceptions of management/labor participants in the bargaining process in a state college system 57
The impact of faculty collective bargaining on the administration of public higher education in the United States with particular emphasis on the New England region 18
The impact of faculty workload emphasis on postsecondary education in the 1980's 661
Impact of federal intervention on higher education 358
Impact of 1978 age discrimination amendments on union contracts 133
The impact that selected National Labor Relations Board decisions have had on certain aspects of academic administration at private colleges and universities 439
Impacts of university professors' unionization on roles and role perceptions of a group of selected participants: the case of the University of Ottawa 108
Implementing a new governance system for higher education in Montana 347
The implications of NLRB v. Yeshiva University 676
Importance of being private: judicial intervention into dismissal policies of private colleges and universities 399
Inflation - spectre at the table 303
Inflation rate outstrips university salary gains 572
Inflation seen undermining colleges' pay-raise policies 573
The influence of a group supporting the no representation position on collective bargaining elections in higher education 236
The influence of the labor movement on higher education 67
Information sources for California public sector collective bargaining 843
Information sources for New Jersey public sector collective bargaining 842
Initial reaction to Yeshiva 678
Innovation and productivity in nigher education 664
Instituting collective bargaining at California's universities and colleges: the outlines of HEERA 412
Institutional mission in an era of retrenchment: New York City Community College, CUNY 563
Institutional mission in an era of retrenchment: Stephens College 554
The integrity of higher education 55
"Interest" and "final offer" arbitration 39
Interest and involvement of women in university governance 656
An investigation to identify and describe administrative response of the chief executive office to faculty collective bargaining in public four-year colleges and universities in the United States 15
Is academic freedom too traditional? 3
Issues of merit pay in higher education: a selective bibliography 574
Ivory tower unionism: a study of unionist professionals in the American high quality university 74

Jailing of a professor heightens fears for campus independence 4
Judicial recognition of academic collective interests: a new approach to faculty Title VII litigation 407

Labor law--full-time faculty held not to be employees under the National Labor Relations Act 695
Labor law - full-time faculty members of a private university are managerial employees excluded from coverage under the National Labor Relations Act 682
Labor law - managerial personnel 683
Labor unions in admissions' and registrars' offices 22
The law of higher education - legal issues of administrative decision-making 400
The law of higher education, 1980 401
Leadership, pay, and promotion as predictors of choice of bargaining unit in a university 652
Legal aspects of faculty employment: tenure, contracts, and dismissal in the community colleges and technical institutes in North Carolina 393
The legal base for collective bargaining in private higher education 404
Legal constraints on four-year private colleges in dismissing tenured faculty 211
The legal environment in the eighties 394
Legal handbook for educators 398
Legal issues in higher education, 1969-1970: a selected annotated bibliography 840
Legal issues relating to part-time faculty employment 484
The legal meaning of academic tenure in Tennessee public higher education as influenced by state and federal court decisions 638
Legislation, litigation and the administration of higher education 28
Legislation that would allow bargaining at 4-year institutions in State of Washington has passed state senate but is stalled in lower house committee 423
Legislation to create single governing board for California's higher education system 418
Legislation to permit or prohibit collective bargaining at public colleges and universities is being considered in at least a dozen states 410
Legislative authority over tenure in Washington State's public institutions of higher education 620
Legislative landmarks I. 408
Legislative landmarks II. California 414
Librarians in faculty unions -- a case study 429
Library faculty evaluation: an idea whose time continues to come 430
The limits of arbitrability in higher education disputes 40
Linking faculty evaluation and faculty rewards in the university 247
Living with collective bargaining; a case study of the City University of New York 87
Lords, squires and yeomen: collegiate middle managers and their organizations 27
Lower House of Mexico's Congress passes bill making national union of university employees illegal 427

Making teacher evaluation work 256
Malaise of tenure decisions: a proposal for senior faculty - reassignment at sixty 631
Management and governance in the two-year college 334
Management, governance and leadership: a guide for college and university administrators 342
Management of the college or university: it's different 320
'Mean little cases' give new dimension to controversies over academic freedom 7

Measurement of administrative effectiveness of the academic department head 261
Merit raises and academic tenure under inflation 618
Methods of dealing with faculty retrenchment 557
A model for determining faculty workload in schools of nursing 368
More women on faculties; pay still lags 216
Motivating the law school faculty in the twenty-first century: is there life in tenure? 642
Multilateral bargaining in higher education: a longitudinal comparison of faculty collective bargaining at Rutgers, The State University of New Jersey and the New Jersey State Colleges 54

NLRB Decisions:
Albany Medical College of Union University and Service Employees Union, AFL-CIO 386
Boston University 446, 447, 465
College of Notre Dame 443
Drury College and American Association of University Professors 448
Ithaca College and Ithaca College Faculty Association 450
(NLRB v. Catholic Bishop of Chicago)...cases 451
Philander Smith College 442
Physicians National House Staff Association v. The Regents of the University of California 377
Salem College 447
Salem College and West Virginia Education Association 452
Stanford University 464
(NLRB Decisions)
Trustees of Tufts College and Local 925, Service Employees, AFL-CIO-CIC 466
University of Albuquerque 449
University of Connecticut and University of Connecticut Chapter, AAUP 444
University of District of Columbia Faculty Association/NEA v. University of District of Columbia 445
NLRB asks Court to reconsider that medical residents have right to bargain collectively 373
NLRB jurisdiction over parochial schools 441
NLRB v. Yeshiva University (1978) 687
NLRB v. Yeshiva University: an appraisal of its impact 671
NLRB v. Yeshiva: an introduction 679
National academic collective bargaining survey 79
National labor relations act: the health care amendments 365
The need for legislation after Yeshiva 689
Negotiating for instructors--the experience at Dalhousie University 107
Negotiations between the Community College of Allegheny County and the American Federation of Teachers, Local 2067: a case study in the rhetoric of collective bargaining in higher education 93
New approaches to management 14a
New forms of student activism: lobbying, trusteeing and collective bargaining 605
New foundations for planning models 437
The new priority: management of part-time instructors 481
New techniques of conflict resolution 223
The 1980 strike scene 595
No room at the top: sex discrimination in higher education 219

The Office and Professional Employees Union plans to expand activities among clerical and office employees at colleges 453
On crediting prior service elsewhere as part of the probationary period 510
On full-time non-tenure track appointments 511
Organization in large American universities: the faculties 294
Origins of retirement in higher education: the Carnegie pension system 543

PERB Decisions:
Atlantic County Community College and Education Association of Atlantic Community College 526
Board of Trustees of Ocean County College and Faculty Association of Ocean County College 527
Hudson Valley Community College 531
Iowa State Education Association and State of Iowa and Board of Regents 522
Keene State and Plymouth State Colleges 525
Keene State College Education Association v. State of New Hampshire 524
Kern Community College Federation of Teachers (AFT) and Kern Community College Chapter CTA 519
Monterey Peninsula Community College 520
Pennsylvania Labor Relations Board v. Commonwealth of Pennsylvania 532
Plymouth State College 525
Rhode Island State Labor Relations Board and State of Rhode Island, University of Rhode Island 533
Rutgers, the State University, and Rutgers Council of the American Association of University of Professors 528
(PERB Decisions)
San Francisco Community College District Federation of Teachers Local 2121 v. San Francisco Community College District 521
United University Professions, Inc., and Morris E. Eson 530
United University Professions, Inc., and Thomas C. Berry 529
University of Minnesota, Duluth Education Association and AAUP 523
Vermont State Colleges 534, 535
Paid consulting by American academics 132
Part in part-time wages 501
Part-time faculty at an urban university 497
Part-time faculty in unionized colleges 488
Part-time faculty rights 489
Part-time teacher and tenure in California 492
Patterns of program discontinuance: a comparative analysis of state agency procedures for initiating and implementing the discontinuance of academic programs 559
Paying faculty members what they are worth 566
Peer evaluations of college instructors' teaching effectiveness: some critical concerns 259
Pending legislation in Wisconsin 424
Perceived effects of affirmative action regulations by administrators at the University of North Carolina at Chapel Hill: a case study 34
Perceived role change in the decision-making process for community college administrators and faculty as a result of collective bargaining 16
Percentage of faculty members with tenure 637
Perception of power in university departments: a comparison between chairpersons and faculty members 344
Perceptions of bureaucracy and faculty satisfaction with participation in decision-making at unionized and non-unionized institutions of higher education 272

Perceptions of faculty - governing board relations, 1900-1969 323
Perceptions of trust-mistrust held by community college faculty of administrations at institutions that have had little or no experience with collective bargaining 279
Permanent temporary community college teachers and the due process clause 234
Physicians National House Staff Association decides to place emphasis on organizing rather than on lobbying for government or court action to bring them under protection of NLRA 378
Pilot study of the initial bargaining demands by newly-organized employees of health care institutions 364
Planning rational retrenchment 555
Policy statement acknowledging that colleges may set mandatory retirement age for faculty, approved by AAUP 548
The political feasibility of clarifying tenure criteria in selected liberal arts colleges 619
Politics and education 610
Portrait of a process--collective negotiations in public employment 536a
A predictive study of faculty attitudes toward collective bargaining in a selected institution of higher education 275
President, professors and trustees; the evaluation of American academic government 321
Presidential evaluation: an academic circus 263
Prestige, affiliation and region as determinants of collective bargaining involvement 63
Private university professors and NLRB v. Yeshiva: the second circuit's misconception of shared authority and supervisory status 669
Procedural "due process" remedies available to nontenured faculty in private, postsecondary education in New England in 1979 225
Professional development through growth contracts handbook 249
Professional management and academic planning: some recent considerations 434
Professional obligations, employment responsibilities and collective bargaining 113
Professional values and faculty unionism 268
Professors in trouble: a quantitative analysis of academic freedom and tenure cases 6
Prohibited practices in collective bargaining in public education 397
Promotion and tenure policies in U.S. engineering schools 623
A proposed alternative to the decision-making structure at Castleton State College 312
Proposed public sector bargaining legislation for Colorado 421
Proposition 13 and faculty organizing under Higher Education Employer-Employee Relations Act 416
Proposition 13 and higher education 419
Pros and cons of part-time faculty 495
Public employee bargaining: problems and prospects 536
Public employment bibliography 824
Public policy and private higher education 516
Public sector labor relations - bibliography 852

Quartiles of faculty salaries paid in higher education, 1977-78 580
Quebec: early warning system for American higher education? 109
The quid pro quo of collective bargaining, 1979 94

Readings in public sector labor relations, 1975 852
Reasonable independence for public higher education: legal implications of constitutionally autonomous status 392

Recent changes in federal retirement law could result in nearly two-thirds fewer openings for new faculty members from 1983 to 1990, says report prepared by "ACE." 549
A record of the processes leading to faculty collective bargaining at Chicago State University 98
Recycling academic calendars 659
Registered nurse bargaining units: undue proliferation? 389
The relationship among role conflict, role ambiguity and attitudes of college administrators toward faculty tenure 639
The relationship between collective bargaining and faculty salaries in Pennsylvania community colleges 586
Relationship between faculty concerns and their attitude toward collective bargaining at Marshall University 284
The relationship of institutional size and complexity to faculty autonomy: a reconsideration and caution 324
Relationships between colleague ratings and faculty compensation 578
Relationships between tenure and professional activities of university faculty in a steady state environment 627
Religion clauses and NLRB jurisdiction over parochial schools 440
Report of the task force on temporary faculty 478
Resolving conflict in higher education 224
Resources on academic bargaining and governance 848
Resources on campus governance and employment relations, 1967-1977; Supplement 1977-1979 849
Responses to union concerted activity: an overview 593
Retirement age policy and employment 538
The retirement problem: a positive approach 550
Retrenchment impact; now and the future; California community colleges 561
Retrenchment, loose structure and adaptability in the university 562
Reviewing tenure policies 640
Revising a faculty evaluation system; a workbook for decision-makers 255
Reward structure for part-timers in academe 502
Rights issues in academic bargaining 317
The role of academic senates in California community colleges; a position paper 310
The role of the state in the governance of higher education 356
Role one on grievances 361
Roles and characteristics of department chairmen in state universities as related to level of decision-making 208

Salaries of full-time teaching staff at Canadian universities, 1978-79 582
Salary equity: detecting sex bias in salaries among college and university professors 217
Salary gap between college faculty in the south and rest of the nation narrowed 583
Scholars, dollars and bureaucrats 355
Scope of bargaining: implications for traditional faculty governance I. 587
Scope of bargaining: implications for traditional faculty governance II. 590
Scope of bargaining issues with professional units 589
Select bibliography of higher education in Canada 829
Selected glossary of terms in higher education bargaining 95
Selected issues in higher education; an annotated bibliography 832
Selective bibliography of materials in labor relations of interest to colleges and universities 837
Sex discrimination in academia: representing the female faculty plaintiff 215

The shakeup in California higher education 413
Sources and information: view from the faculty 120
Sources of information upon which to base evaluations of college teaching 243
Sporting alternative to tenure 625
State policy issues affecting independent higher education 518
Statewide coordination and governance of post-secondary education... quality, costs and accountability: the major issues of the '80's 313
The status of graduate assistants 611
Status of women in higher education: 1963-1972: a selective bibliography 828
Steady state effects of a later mandatory retirement law for tenured faculty 551
The strike scene 594
Student affairs on strike: a descriptive analysis 600
Student affairs professionals and collective bargaining: a national exploratory study 601
Student-faculty ratios and unions 657
Student ratings of instructors: from scores to administrative decisions 262
Student ratings of professors exert growing influence 253
Student rights and collective bargaining: a guide to resources 838
Student rights of passage: a full or limited partnership in university governance? 608
A study of financial retrenchment policies and procedures for personnel and program reduction in selected four-year institutions 552
A study of perceived problems resulting from the use of part-time faculty members in five selected community colleges in Florida 503
A study of the attitudes of faculty members at selected Southern Baptist colleges and universities toward collective bargaining and their relationship to specific demographic variables 286
A study of the congruence between faculty and administrator perceptions of governance changes at selected four-year institutions that have negotiated collective bargaining contracts and those that have voted "no-agent" 339
A study of the effect of collective bargaining on four selected universities in the Commonwealth of Pennsylvania 351
A study of the non-faculty, non-classified university employees 467
A study of the perceptions of key administrators and faculty of the effects of collective bargaining on governance in institutions of higher education 343
A study of the procedures used in collective bargaining 822
A study of the relationship between attitudinal concepts of collective negotiations, sanctions, and strikes and organizational beliefs tried by executive administrators at unionized four-year public colleges and universities 20
A study of the relationship between collective bargaining environments and the professional development activities of academic librarians 428
A study of the role and responsibilities of the academic senate and the California Teachers Association bargaining unit in educational matters 650
A study of the role of the community college campus president in negotiations with community college faculty within the University of Alaska statewide system as perceived by presidents, teachers, and the statewide administrative structure 514
A study of the tenure policies and practices of colleges which are members of the Council for the Advancement of Small Colleges 612
Successful faculty evaluation programs 260
The supervisory status of private university faculty members under the NLRA 674
Supreme Court ruled that individuals may sue colleges to enforce anti-sex-bias law 136

A survey of American experience with faculty collective bargaining 88
A survey of the attitudes of the faculty of a selected southern university toward collective bargaining 280
The susceptibility of student evaluation of lecturers to situational variables 257
A symposium on faculty unionism 99

Taking stock after Yeshiva 685
The Temple University collective bargaining experience 64
Temporary, contract or regular? A report about court cases involving the issues of the status and pay of part-time faculty in California community colleges 493
Temporary, contract or regular? One year later 494
Tenure: employment for life or uncertain future? 634
Tenure and academic productivity 644
Tenure and tenure review in Canadian universities 621
Tenure and the nonrenewal of probationary teachers 628
Tenure bill in Illinois becomes law 422
A tenure model for resource allocation at the University of Pennsylvania 647
Tenure practices at four-year colleges and universities 616
The tenure system I. 641
The tenure system II. 622
Third party pressures on a two-party process 839
The three "R's" of the eighties: reduction, reallocation and retrenchment 560
Three views: tenure 636
To bargain or govern: the impact of Yeshiva on private and public sector collective bargaining in higher education 668
Toward a credible authority: selected national efforts to renew academic governance structures between 1964 and 1974 337
Trustee-president authority relations 319
Two petitions for review are pending at Supreme Court as a result of Yeshiva 204

Undergraduate advocates for collective bargaining 607
Union accountability: the duty of fair representation 292
Union waiver of constitutional rights; academic freedom as a bargaining chip in union contracts 11
Unionism and the university faculty 106
Unionism in academia: a mixed bag 72
Unionization or collegiality: a false dichotomy in higher education 116
Unions in higher education: the going gets tougher 80
'Unisex' table for pensions stirs (legal) questions 307
Unit appropriateness in health care institutions 388
Unit determination: basic criteria in federal and state jurisdictions 651
Unit determination in higher education 653
U.S. Court of Appeals for District of Columbia has ordered rehearing on decision that medical residents im private hospitals have the right to join a union and bargain collectively 374
U.S. District Court of Appeals (D.C.) has ruled that a decision by the National Labor Relations Board that medical residents in private hospitals do not have the right to bargain collectively is not subject to review by the courts 379
U.S. employment panel to sue TIAA over equal pensions for men, women 308
Universities in the 1980's: the loss of collegiality and autonomy 112
The university and part-time faculty: an interdependent relationship 498

The university and the state; what role for government in higher education 357
University budgets and organizational decision-making 329
University of California faculty time-use study 665
Untenured and tenuous: the status of women faculty 655
Update: collective bargaining 101
Using part-time faculty effectively 491

The view from the bottom: the impact of Proposition 13 on part-time faculty 477

What does the contract cost in dollars and cents? 301
When tenure contracts can't be honored 614
Why professors choose collective bargaining - the Michigan experience 283
Winning the battle for collective bargaining in the State University System of Florida: somebody said it couldn't be done 86
Wisconsin Senate defeats bill that would have granted right to unionize to University of Wisconsin faculty members 425
Women administrators in higher education: a selected bibliography 847
Women in academe: steps to greater equality 654
Women in higher education: a contemporary bibliography 833
Workload and productivity bargaining in higher education 658
Workload and productivity to the fore 666

A year of faculty unionization (1979) 105
The yearbook of higher education law, 1979 406
Yeshiva: an end to faculty unions? 670
The Yeshiva case - I. 690
The Yeshiva case - II. 680
The Yeshiva case - III. 691
Yeshiva decision; National Labor Relations Act 675
"Yeshiva" impact slowly developing 203
Yeshiva University: implications for the future of college collective bargaining 672
The Yeshiva University decision: history and implications 673

SUBJECT INDEX
(With Citation Numbers)

AAUP 2, 5, 289, 726, 753-756
AFT 93, 293, 370, 505, 726
. Bibliographies 820
APSCUF 296
Academic advising 604
Academic calendars 659
Academic freedom 1-11, 696, 753-756, 42
Academic judgment 235, 390
Academic senate 310, 650
Academy of Art College, Stephens Institute 204
Accountability 12-13, 239, 663, 697
Accountability, Union 292
Accreditation 12
Adjunct faculty, see Part-time faculty
Administration 14-31, 558
. Governance 342
. Unionization 26
Administrators 359
. Attitudes 20, 287, 341, 639
. Evaluation 14, 25, 31, 246, 254, 258, 261
. Hiring of 17
. Women, see Women administrators
Admissions office personnel 22
Affirmative action 32-37, 407, 435
See also Discrimination, Women faculty
Agency shop 613
Agency shop fee 46, 48
. Refunds 530
Alabama 147
Alaska 514
Albany Medical College 386
Antioch University 770
Appointment 507, 512
Arbitrability 40, 51
Arbitration 38-40
. Denial of 44
. Non-unionized campus 38
Arbitration, Final offer 39
Arbitration, Interest 39, 705
Arbitration awards 41-52
See also page 94 for listing by parties
Arbitration awards - Colleges
. Community College of Baltimore 44
. Florida State University 42
. Long Island University - C.W. Post 46
. Niagara County Community College 47
. Rhode Island Junior College 50
. Shoreline Community College 51
. State University of New York 48
. University of Dubuque 43
. University of New Haven 41
. University of Rhode Island 49
. Wayne State University 45
Arbitration awards - States
See pages 5 to 7
Arbitration awards - Subjects
. Academic freedom 42
. Agency shop fee 46, 48
. Arbitrability 51
. Denial of 44
. Fair share deductions 52
. Layoff 44
. Nonrenewal 51
- notice of 41
. Promotion, denial of 43
. Promotional quotas 47
. Right of association 42
. Strikes - withholding pay 49, 50
. Tenure, denial of 45
Arbitrator's award
. Exceeded authority 189
. Overruled by court 155, 168
Arizona 33
Arkansas 148, 442
Atlantic County Community College 526
Attitudes
. Administrators 20, 287
. Department chairpersons 207
. Faculty 119
. Faculty organizations 57
. Legislators 277
. Physicians 366
. President 15
. Trustees 341

Barber-Scotia College 451, 708
Bargaining agreements 122, 393
. Intrusion on governance 330
See also Contracts and Contract issues, Newsworthy Events-Contracts and Settlements

*Major headings in *italics*.

Bargaining rejected 709
Bargaining units
. Chairpersons 172
. Nurses 389
. Part-time faculty- status 483
See also Unit determination
Baylor University Medical Center 369
Belleville Area College 798
Benefit plans, see Fringe benefits
Berry College 164
Bibliographies 819-852
. Merit increase 574
Boston City Hospital 380
Boston University 122, 172-3, 203, 446-7, 465, 468, 698, 731-2, 799
Bowling Green State University 463, 709
British Columbia 110
Budgets 329

CIA activities - Tenure denial 185
California 117, 143, 149-154, 237, 310, 377, 412-420, 443, 451, 455-6, 464, 492-4, 519-21, 561, 650, 665, 697, 752, 779, 780-2, 791, 793-5, 805
California Information Practices Act 415
California State University and and Colleges 791, 794, 805
California Teachers Association 650
Camden County College 771
Campaign techniques 238
Canada 106-115
See also Collective Bargaining-Canada
Carnegie pension system 543
Case writing 506
Castleton State College 312, 325
Catholic University 203
Censure 5, 696, 753-756
Central Michigan University 174-5
Central Piedmont College 459-60
Centralia College 702
Centralization vs. decentralization 326
Chaffey Community College 772
Chicago State University 98
Church-operated schools - NLRB jurisdiction 140, 708
City Colleges of Chicago 758
City University of New York 87, 186, 645, 759, 792
Class assignments 526
Class size 251, 814
. (and) Merit increases 567
Coffeyville Community Junior College 773
Colgate University 435
Collective bargaining 53-105
. Alternatives 76, 92, 96
. Case studies 64, 83, 86-7, 89, 90, 93-4, 98, 117, 274
. Determinants 63
. (and) Educational quality 78
. Effect on administration 16, 18
. " " institutions 57
. " " role of dean 85
. " " salaries 569, 577
. History 60, 69, 70, 100, 293
. Prohibited practices 397
. Questionnaire 79
. Statistics 62, 68, 71, 105
. Training for 103
Collective bargaining - Canada 106-115, 123
. Bibliographies 829
. Case studies 107, 108
. Collegiality 112
. Court cases 114-5
. Effect on attitudes 108
. Effect on governance 108
. Faculty organizations 109
. Political influences 109
. Salaries 582
. Tenure 621, 634
College of Medicine and Dentistry of New Jersey 701
College of Notre Dame 443, 451
College of St. Jerome 744
Collegiality 112, 116
Colorado 421, 710-11, 719, 757, 783
Colorado Community Colleges 711, 757
Colorado Women's College 710
Columbia University 469
Community College of Allegheny County 93
Community College of Baltimore 44
Community College of Delaware County 747

Community College of Philadelphia 191
Community colleges 117-121, 757
. Academic senate 310
. Administration 16, 21
. Case study 117
. Contracts 135
. Department chairpersons 207
. Due process 234
. Faculty attitudes 279
. Faculty organizations 295
. Governance 119, 315, 334, 341, 349, 609
. Grievance procedures 360
. Legal issues 393
. Management rights 438
. Part-time faculty 482, 491, 499, 503
. Retrenchment 561
. Salaries 586
Computer use in collective bargaining 103, 435
Conflict resolution, see Dispute resolution
Connecticut 41, 155, 444, 457-8, 817
Connecticut State Technical Colleges 155
Consulting 126, 131-2
. Statistics 124
See also Outside employment
Contact hours 182
Contract analysis 123, 125, 134-5
Contract clauses 123, 125, 134-5
. Conditions of employment 128
. Part-time 487, 504
Contract issues 122-135
Contract language, see Contract clauses
Contracts 122-135
. Costs 301
See also Bargaining agreements
Contracts and settlements 698-705, 758-764
. Librarians 698
Cook County Community College 168
Cornell University 274
Council for the Advancement of Small Colleges 612

Court cases 136-204
See page 97 for listing by parties
See also Non-faculty - Court cases

Court Cases - Colleges
. Academy of Art College, Stephens Institute 204
. Baylor University Medical Center 369
. Berry College 164
. Boston University 172-3, 203
. Catholic University 203
. Central Michigan University 174-5
. City University of New York 186
. Community College of Philadelphia 191
. Connecticut State Technical Colleges 155
. Cook County Community College 168
. Delaware State College 138
. Dillard University 171
. Fashion Institute of Technology 146
. Florida International University 158
. Florida State University 160
. Gordon Junior College 165
. Illinois Institute of Technology 137
. Indiana State University 169
. Indiana University of Pennsylvania 192
. Ithaca College 145, 187, 203
. Keene State College 139, 183-4
. Long Island University 188
. Metropolitan Technical Community College 182
. Minnesota Community College System 178
. Mt. Vernon College 203
. Muhlenberg College 193-4, 626
. North Orange Community College 154
. Okaloosa-Walton Junior College 162
. Peralta Community College District 143, 151
. Pratt Institute 189
. Queensborough Community College 190
. San Mateo County Community College 149
. Seattle University 198-9
. Shaw College at Detroit 177
. State University of New York 144
. Stephens Institute 145, 203
. University of Alabama 147
. University of California 150, 152
. University of Georgia 166
. University of Hawaii 167
. University of Iowa 170
. University of Miami 161
. University of Minnesota 179
. University of Missouri 181
. University of Nevada 146

Court Cases - Colleges (cont'd.)
. University of New Haven 203
. University of Texas 196
. University of Toronto 114-115
. University of Wisconsin 201
. University of Wisconsin-Madison 200, 202, 707
. Vermont State Colleges 197
. Wayne State University 176
. Williamsport Area Community College 195
. Yeshiva University 141
Court Cases - States, see pages 15 to 23
Court Cases - Subjects
. Arbitrator's award
- exceeded authority 189
- overruled by court 155, 168
. Bargaining unit - chairpersons 172
. CIA activities - (and) tenure denial 185
. Church-operated schools - NLRB jurisdiction 140
. Contact hours 182
. Department chairpersons - unit inclusion 172
. Disciplinary action 202
. Disclosure of information 173
. Discrimination
- Pension plans 188
- Racial 167
- Reverse 171, 191
- Sex 136, 139, 148, 150, 160, 176, 179, 193-4, 198-9, 626, 707
. Dismissal 144
- without notice 154
. Due process 166
. Dues check-off 147
. Equal protection 137
. Evaluation 175, 240
. Faculty - status 141
. Faculty organizations 156
. Federal funding 180
. Financial exigency 144, 201
. Freedom of Information Act 173
. Governance 197, 345
. Graduate assistants, see Teaching assistants
. Health care institutions 369

Court Cases - Subjects (cont'd.)
. Interns and residents - status 142, 372-4, 379
. Legislative approval - salaries 159, 163, 178
. Management rights 183
. Mandatory subjects of bargaining 175
. NEA 156
. NLRB jurisdiction - church-operated schools 140
. National League of Cities ruling - as precedent 192
. Outside employment 186, 200
. Part-time faculty 143, 493-4
- Salaries 151
. Pensions - Discrimination - Women 176, 188
. Personnel files 152
. Political activism - retaliation for 196
. President, selection of 165
. Private institutions 137
. Probationary period 158
. Professional association 156
. Promotion, denial of 139, 164
. Proposition 13 149
. Re-employment 153
. Reinstatement 154, 177
. Religious freedom 169
. Religious personnel 140
. Retaliatory actions 191, 196
. Retrenchment 144
. Salary and reduction of duties 161
- Legislative approval 159, 163, 178
. Salary reduction 149, 170
. Scope of bargaining 174-5, 197
. Sick leave 155
. State legislation - appropriations 163
. Strikes
- Nonstriking faculty penalized 168
- Penalties 195
. Students - employees 157
. TIAA-CREF 188
. Teaching assistants 157
. Tenure 615, 626, 638
- Confidentiality of vote 166
- Denial of 114-5, 138, 167, 185
Tenure rights, violation of 146, 153

Court Cases - Subjects (cont'd.)
. Timeliness of appeal 190
. Timing of discrimination complaint 138
. Title VII 188
. Title IX 180
. Unfair labor practice 184, 187
. Union facilities 162, 181
. Union rights 162
. Union solicitation 369
. Workload 182
. Yeshiva decision 141, 145, 172, 203-4, 667-695
Court Cases - Supreme Court 136-146

Daemen College 712
Dalhousie University, Canada 107
Dean - role in collective bargaining 85, 327
Decertification 288, 519, 720, 785
Decision-making process 312, 318, 320, 331, 354
. Budgets 329
. Legal issues 401
See also Governance
Decision-making roles 16, 119, 272, 338
. Department chairperson 208, 344
Declining enrollment 128
Delaware 138
Delaware State College 138
Department chairpersons 205-210
. Attitudes 207, 210
. Decision-making role 16, 208, 344
. Evaluation 261
. State institutions 208
. Unionized vs. non-unionized institutions 206
. Unit inclusion 172, 447, 520
Dillard University 171
Directories 71
Disciplinary action 202, 211
Discipline and dismissal 211-213
Disclosure of information 173
Discrimination 214-219, 706-707
. Age 133
. Pension policy 188
. Racial 167
. Retirement benefits 541
. Reverse 171, 191, 462
. Salaries 216, 217, 461

Discrimination (cont'd.)
. Sex 136, 139, 148, 150, 160, 176, 179, 193-4, 198-9, 457, 459-60, 626, 654, 706-7, 765-8
See also Affirmative action, Women administrators, Women faculty
Dismissal 144, 226-229
. Legal issues 393, 399
. Tenured faculty 211
See also Due process
Dismissal without notice 154
Dispute resolution 58, 220-224, 769
. Administration 221
. Department heads 221
District of Columbia 156, 376, 445
District of Columbia General Hospital 376
Drury College 448
Dubuque Theological Seminary 803
Due process 166, 225-235, 633
. Probationary faculty 230
Dues check-off 147
Duty of fair representation 292

Economic analysis - collective bargaining 305-6
Elections 236-238, 288, 708-721, 770-790
. Analysis 237
. Health care institutions 270
Employment practices 508
See also Personnel actions
Enabling legislation, see Legislation
Engineering schools 623
Equal Employment Opportunity 33
Equal protection 137
Evaluation 239-263, 722
. Administrators 25, 31, 246, 254, 258
- Women 14
. Court cases 240
. Criteria 239
. Librarians 430
. President 263, 722
. Rating instruments 241
. Role in decision-making 338
. Subject of bargaining 175
Evaluation, Peer 240, 259
. (and) Salary 578
Evaluation, Student 240, 248, 251, 253, 257, 262

Fact-finding 222
Faculty 264-269
. Non-unionized institutions 266
. Status 141, 447, 449, 452
See also Yeshiva decision
Faculty advising 509
Faculty attitudes 119, 270-287
. (and) Department affiliation 270
. Department chairperson's role 206
. Governance 333, 341
. Graduate departments 282
. Non-unionized campuses 285
. (and) Scope of bargaining 591
Faculty development 245, 249
Faculty organizations 288-296, 724-726, 791-2
. Attitudes 57
. Canada 109
. Court cases 156
. History 293
. Presidents 296
See also Union..., Newsworthy Events - Elections & Bargaining Units, Newsworthy Events - Contracts & Settlements
Faculty rights 316-7, 397
Fair representation 292
Fair share deductions 52
Fairleigh Dickinson University 733, 747
Fashion Institute of Technology 146
Federal funding 180, 300
Federal regulations 1, 34, 218, 300
See also Government regulations
Financial exigency 144, 201, 304, 560, 796
Fiscal issues 297-306, 409, 558
Florida 42, 86, 119, 157-163, 238, 362 503, 699, 765, 769, 784
Florida International University 158
Florida State University 42, 160, 362, 699, 765, 784
Four-year institutions 15, 20, 339
. Governance 335, 336
France 353
Freedom of Information Act 173
Fringe benefits 307-309
Georgia 164-166
Glossary 95
Gordon Junior College 165
Governance 30, 100, 310-354
. Administration 16
. Bibliographies 848-9
. Community colleges 119, 315, 349, 603
. Court cases 345
. Department chairpersons 205
. Faculty attitudes 333
. Higher education systems 353
. Impact of collective bargaining 322
. International 353
. Intrusion of collective bargaining 330
. Scope of bargaining 587
. State role 356
. Subject of bargaining 197, 534
. Taylor Law 340
. Unionized vs. non-unionized 339
Governing boards 98, 333, 418
Government regulations 28, 37, 355-358, 793
See also Federal regulations, State regulations
Graduate assistants, see Teaching assistants
Graduate departments - faculty attitudes 282
Grand Rapids Junior College 760
Grand Valley State College 774
Great Britain 353
Grievance appeals process 360, 362
Grievance procedures 359-362, 528

(Bill) H.R. 2222 375
Hawaii 167, 403, 660
Hawaii Community College System 660
Health care amendments - NLRA 365
Health care institutions 363-389
. Administration 558
. Bibliographies 841
. *Court cases* 369
. *Elections* 370
. *Interns and residents* 371-379 - Court cases 142, 372

Health care institutions (cont'd.)
. Salaries 585
. *Strikes* 380-384
. *Tenure* 385
. *Unit determination* 386-389
See also Medical Schools, Nursing Faculty, Physicians
Higher Education Employer-Employee Relations Act (Calif.) 412, 416-17, 420
Hofstra University 735
Housestaff - as employees 372
See also Interns and Residents, Physicians National Housestaff Association
Hudson Valley Community College 531

Illinois 98, 135, 137, 168, 346, 410, 422, 564, 741, 758, 798
Illinois Institute of Technology 137
Increments, see Merit increases
Indiana 169
Indiana State University 169
Indiana University of Pennsylvania 192
Inflation
. Effect on collective bargaining 303
. Salaries 572, 573
Institutional prestige 74
. Impact on collective bargaining 63
. (and) Salary differential 581
Institutional structure
. Bibliographies 845
. Relation to governance 324
Instructional effectiveness, see Teaching effectiveness
Interest arbitration, see Arbitration, Interest
Interns and residents
. Court cases 372
. Status 371-375, 379
. Strikes 380, 381, 382
See also Physicians
Iowa 43, 170, 223, 522, 705, 720, 789
Israel - faculty strikes 592
Italy 353
Ithaca College 145, 187, 203, 274, 450, 815

Japan 353
Johnson County Community Junior College 773

Kansas 285, 341, 773
Keene State College 139, 183-4, 524-5
Kent State University 461, 713
Kern Community College 519

Landrum-Griffin Act 404
Lane Community College 797
Law schools 203, 786
. Tenure 642
Layoff 44, 730
. Notice of 531
Legal issues 28, 390-407
. Academic freedom 10
. Bibliographies 821, 840
. Dismissal 211
. Evaluation 240
. Part-time faculty 484
. Pensions 307
. Tenure 615, 624, 638
See also Due process, Yeshiva decision
Legislation 28, 408-411
. HEERA 412-13, 416-17, 420
. Interns and residents 375
. Proposition 13 413, 416, 419
. Retirement 539
. Strikes 596
. Students 748
. Tenure 422, 620
Legislation By State and Country 412-427
Legislative approval - salaries 159, 163, 178
Legislators - Attitudes 277
Librarians, Academic 428-431
. Contracts & settlements 698
. Evaluation 430
. Unit determination 446
Long Island University 188
Long Island University - Brooklyn 736, 800
Long Island University - C.W. Post 46
Long-range planning 338, 432-437, 560
Los Rios Community College 520
Louisiana 171

McHenry County College 804
Management rights 183, 316-17, 438
Managerial/supervisory personnel 450
See also Faculty - Status
Mandatory subjects of bargaining 175
See also Scope of Bargaining
Marshall University 284
Maryland 44, 753
Massachusetts 122, 172-3, 290, 380, 446-7, 465-6, 468, 698, 731-2, 749, 764, 785, 799, 802
Massachusetts State College System 26
Medical school faculty - Salaries 585
Medical schools 386
Mercer County Community College 761, 775
Merit increases 507, 567, 618
. Bibliography 574
Metropolitan Technical Community College 182
Mexico - Legislation 426-7
Michigan 45, 90, 174-177, 207, 222, 283, 326, 328, 367, 475-6, 760
Minnesota 178-9, 523, 700, 737, 766, 786-8
Minnesota Community College System 178, 700, 737
Missouri 180-1, 448, 751, 756
Monmouth College 738, 747
Montana 347, 471
Montana University System 471
Monterey Peninsula Community College 520
Montgomery County Community College 714
Mount Hood Community College 777
Mt. Vernon College 203
Muhlenberg College 193-4, 626
Multi-campus institutions 83

NEA 156, 725-6
NYSUT 740
Nassau Community College 801
National Labor Relations Act 402, 517
. Health care 365
See also Yeshiva decision
National Labor Relations Board 404, 439-441
National Labor Relations Board (NLRB) Decisions 442-452. See page 105 for listing by parties.
See also Newsworthy Events - Yeshiva decision, Non-Faculty - NLRB Decisions
NLRB Decisions - Colleges
. Albany Medical College 386
. Barber-Scotia College 451
. Boston University 446-7
. College of Notre Dame 443, 451
. Drury College 448
. Philander Smith College 442
. Salem College 447, 452
. University of Albuquerque 449
. University of Connecticut 444
. University of District of Columbia 445
NLRB Decisions - States, see pages 43 to 45
NLRB Decisions - Subjects
. Department chairpersons - Unit inclusion 447
. Faculty - Managerial status 447, 449, 452
. Health care institutions - Unit determination 386
. Librarians - Unit determination 446
. Managerial/supervisory personnel 450
. NLRB vs. Catholic Bishop of Chicago 443, 451
. Refusal to bargain 444, 450
. Reinstatement 442
. Religious institutions 443
. Summer sessions 444
. Unit determination 649
- Health care institutions 386
- Summer sessions 444
. Yeshiva decision - precedent 447, 449, 450, 452
National Labor Relations Board jurisdiction - church-operated schools 140, 440-1
National Labor Relations Board v. Catholic Bishop of Chicago 443, 451
National Labor Relations Board v. Yeshiva, see Yeshiva decision
National League of Cities - as precedent 192

Nebraska 182
Negotiations 61, 220, 536a
Negotiators 61
Nevada 146
New England 18
New Hampshire 139, 183-4, 524-5
New Jersey 54, 352, 526-528, 701, 723, 733, 738-9, 771, 775, 778, 796
New Jersey State Colleges 54, 739, 778
New Mexico 449, 717
New York 46-48, 83, 87, 94, 141, 144, 185-190, 274, 289, 340, 354, 381-2, 386, 420, 450, 469, 472, 529-531, 645, 704, 706, 712, 722, 725-6, 740, 748, 759, 763, 792, 800-1, 815
New York University 289
Newsworthy Events 696-818
. *Academic freedom* 696, 753-756
. *Accountability* 697
. *Community colleges* 757
. *Contracts and Settlements* 698-705, 758-764
. *Discrimination issues* 706-707, 765-768
. *Dispute resolution* 769
. *Elections and Bargaining Units* 708-721, 770-790
. *Evaluation* 722
. *Faculty* 723
. *Faculty organizations* 724-726, 791-792
. *Government regulations* 793
. *Retirement* 727-728, 794-5
. *Retrenchment* 729-730, 796
. *Salaries* 731, 797
. *Strikes* 732-747, 798-804
. *Students* 748, 805
. *Teaching assistants* 749-50, 806-812
. *Workload* 751-752, 813-814
. *Yeshiva decision* 815-818
Niagara County Community College 47
"No agent" votes 236, 709
Non-Faculty 453-476
. Bibliographies 836
Non-Faculty - Court Cases
. Colleges
- Central Piedmont College 459, 460
- Kent State University 461
- Rice University 462
- University of Bridgeport 457
- University of California 455
- University of New Haven 458
. Subjects
- Discrimination
- Reverse 462
- Salaries 461
- Sex 457, 459, 460
- Prevailing wages 455
- State statute - infringement on governing authority 455
- Union electioneering 458
- Union membership 456
Non-Faculty - Elections 463
Non- Faculty - NLRB Decisions 464-466
. Colleges
- Boston University 465
- Stanford University 464
- Tufts College 466
. Subjects
- Refusal to bargain 465
- Union membership 464
- Unit determination 466
Non-Faculty - Personnel policies 467
Non-Faculty - Strikes 468-476
. Boston University 468
. Columbia University 469
. Montana University System 471
. Ontario Community Colleges 470
. Princeton University 472
. Quebec Community Colleges 473
. University of Pennsylvania 474
. Wayne State University 475
. Western Michigan University 476
Non-professionals 454
See also Non-Faculty
Non-reappointment 628
Nonrenewal 51
. Notice of 41
Non-tenured faculty 511
. Due process 225

Non-unionized campus 285
. Arbitration 38
. Faculty relations 266
North Carolina 34, 393, 451, 459, 460, 708
North Orange Community College 154
Nurses
. Bargaining units 389
. Strikes 384
. Unionization 367
Nursing faculty
. Tenure 385
. Workload 363, 368

Ocean County College 527
Ohio 29, 278, 461, 709, 713, 715, 746
Ohio Northern University 715
Okaloosa-Walton Junior College 162
Oklahoma State University 696
Olympia Technical Community College 702
Ontario Community Colleges 470
Oregon 777, 797
Outside employment 124, 126, 129, 130-2, 186, 200
Overload pay 813

Palo Verde Community College 779
Part-time faculty 477-505
. Bargaining unit status 483
. Benefits 485
. Community colleges 482, 491, 493-4, 499, 503
. Contract language 487, 504
. Court cases 143, 493-4
. Legal issues 484
. Proposition 13 477
. Salaries 151, 501
. Strikes 742, 801
. Tenure 492
. Unionization 505
Pasadena City College 715
Pennsylvania 64, 73, 85, 191-195, 232, 351, 360, 383-4, 474, 532, 586, 626, 647, 714, 716, 729-30, 770
Pennsylvania State Colleges and University 716
Pensions 307-309
. Carnegie pension system 543
. Discrimination - women 176, 188, 768
Peralta Community College District 143, 151
Permissive subjects of bargaining 588
Personnel actions 506-512
Personnel files 152, 415
Personnel procedures 34
See also Non-Faculty - Personnel policies
Personnel reduction 552
Philander Smith College 442, 754
Physicians
. Attitudes - unionized vs. non-unionized 366
. Unions 370
See also Interns and residents
Physicians National Housestaff Association 371, 376-8
Plymouth State College 525
Political activism - retaliation 196
Political influences - Canada 109
Prairie State College 741
Pratt Institute 189
Presidency 513-515
Presidents 319, 321
. Attitudes 15, 513
. Decision-making role 13
. Evaluation 263, 722
. Selection 165
Prevailing wages - non-faculty 455
Princeton University 472
Private institutions 516-518
. Court cases 137
. Dean, role of 327
. Department chairpersons 206
. Dismissal - tenured faculty 211, 399
. Legal issues 404
See also Yeshiva decision
Probationary faculty 640
. Due process 230
Probationary period 158, 510
. Nonreappointment 628
Productivity 644, 658, 662, 664, 666
. (and) Retrenchment 553
Professional association 156

Program cancellation 552, 556, 559, 560
Promotion 506-7, 512
. Denial of 43, 139, 164
. Engineering schools 623
Promotional quotas 47, 527
Proposition 13 149, 413, 416, 419, 477, 521
Public Employment Relations Board (PERB) Decisions 519-535
. Agency shop fee - refunds 530
. Bargaining units 523
. Class assignments 526
. Department chairpersons - Unit inclusion 520
. Grievance procedure 528
. Layoff, Notice of 531
. Medical school faculty - Unit inclusion 523
. Promotional quotas 527
. Reclassification of position 533
. Salary reopener 525
. Scheduling of classes 526
. Scope of bargaining 531
. State as employer 522
. State funding 532
. Temporary employees 524
Public institutions 18, 57, 100, 135, 392
. Contracts 127
. Governance 311, 352
See also State institutions
Public sector labor relations 536-537
. Bibliographies 824, 850-852
. Prohibited practices 397

Quebec Community Colleges 473, 744
Queensborough Community College 190

Rancho Santiago Community College District 117
Rating instruments 241
Reclassification of positions 533
Reduction of pay 811
Re-employment 153
Refusal to bargain 444, 450, 465
Registrar's office - personnel 22
Reinstatement 154, 177, 442
Religious freedom 169
Religious institutions 140, 402, 440-1, 443
See also Church-operated schools
Research assistants 808
See also Teaching assistants
Retaliatory actions 191, 196
Retirement 435, 538-551, 727-728, 794-795
. Early 542, 544, 547
. Legislation 133, 539
. Mandatory 546, 727-8
See also Pensions
Retrenchment 144, 552-563, 640, 729-730, 796
Rhode Island 49, 50, 84, 533, 745, 762
Rhode Island Junior College 50
Rhode Island School of Design 762
Rice University 462
Right of association 42
Roosevelt University 346
Rutgers University 54, 528, 723

Salaries 100, 564-581, 731
. Canada 582
. Effect of collective bargaining 569, 577
. Increases 731, 797
. (and) Inflation 618
. Institutional comparisons 581
. Legislative approval 159, 163, 178
. Part-time faculty 501
. (and) Reduction of duties 161
. Statistics 575, 580
. Women faculty 216-7, 576
See also Merit increases
Salary reduction 149, 170
Salary reopener 525
Salem College 447, 452, 718, 815
San Diego Community College 780
San Francisco Community College 521
San Mateo County Community College 149
Santa Ana College 117
Scheduling of classes 526
Schoolcraft College 803
Scope of bargaining 174-5, 531, 587-591
. (and) Governance 197, 587
See also Mandatory Subjects of Bargaining

Seattle University 198
Senior faculty - reassignment 631
Shaw College at Detroit 177
Shoreline Community College 51
Sick leave 155
South Dakota 291, 703
South Dakota Board of Regents System 703
St. Louis Community College System 751
St. Mary's College 696
Stanford University 464, 697
State as employer 522
State funding 532
State institutions
. Department chairpersons 208
. Legislation 411
. Program discontinuance 559
State legislation - appropriations 163
State regulations 355, 518
State statute
. Infringement on governing authority 455
. Strikes 596
State systems 86, 290
State University of Florida 86
State University of New York 48, 83, 144, 354, 529, 704, 722, 748
Statewide bargaining 83
Statewide planning 326
Statistics 124
. Salaries 575, 580
- Canada 582
- Women faculty 216
. Tenure 616, 637
. Unionization 62, 68, 71, 105
See also Collective Bargaining - Statistics
Stephens College 816
Stephens Institute 145, 203
See also Academy of Art College (Stephens Institute)
Stevens Institute of Technology 816
Strikes 592-596, 732-747, 798-804
. Adjunct 801
. Health care institutions 380-84
. Illegal 593
. Israel 592
. Non-striking faculty penalized 168
. Nurses 384

Strikes (cont'd.)
. Penalties 195
. Public employees 593
. Student reaction 744
. Withholding pay 49, 50
See also Non-Faculty - Strikes, Teaching assistants
Student evaluation, see Evaluation, Student
Student- faculty ratio 657
See also Class size
Student personnel professionals 597-604
Students 605-609, 748
. Bibliographies 838-9
. Employees 157, 749-50
See also Teaching assistants
. Governance participation 608-9, 805
Suffolk Community College 763
Summer sessions 444
Supplemental income, see Outside employment
Supreme court decisions 136-146
See also case names in Title index under Court Cases
Survey questionnaire 79
Sweden 353

TIAA-CREF 188, 308, 768
Taft-Hartley Act 404
Taylor Law 340, 381
Teaching assistants 610-11, 749-50, 806-12
. Elections 775, 784
. Minimum wage 807
. Refusal to bargain with, 812
. Salaries 806
. Status 157
. Strikes 809-11
. Unionization 611
Teaching effectiveness 251, 259
Teaching load, see Workload, Class size, Student-faculty ratio
Temple University 64
Temple University Hospital 383-4
Temporary faculty 478, 524
. Due process 234
See also Part-time faculty
Temporary positions 479
Tennessee 638

Tenure 2, 6, 100, 506, 507, 512, 612-647
. Canada 114, 115, 621, 634
. Confidentiality of vote 166
. Court cases 626
. Denial of 45, 138, 167, 185, 766
. Engineering schools 623
. Impact on faculty 435, 627
. (and) Inflation 618
. Law schools 642
. Legal issues 393, 615, 638
. Legislative authority 422, 620
. (and) Mandatory retirement 546
. Nursing faculty 385
. Part-time faculty 492
. Statistics 616, 637
. Vote 4
. Women faculty 655
See also Non-tenured faculty
Tenure alternatives 617, 625, 630, 632
. Legal considerations 624
Tenure decisions - voting record 166, 633
Tenure rights, Violation of 146, 153
Tenured faculty - dismissal 211
Termination 552
Texas 100, 196, 369, 462
Third party adjudication 54
Third party involvement 54
Time-use study 665
Timeliness of appeal 190
Timing of discrimination complaint 138
Title VII 188, 407
Title IX 180
Trustees, Board of 319, 321, 648
. Attitudes 341
Tufts College 466
Two-year institutions 100
. Contracts 127
. Governance 311, 334
See also Community colleges

Unfair labor practice 184, 187, 521, 769
Union accountability 292
Union College 747, 803
Union electioneering 458
Union exclusion 290
Union facilities 162, 181
Union membership 456, 464
Union rights 162
Union rivalry 288
Union solicitation 369
See also Faculty organizations
Unionized vs. non-unionized institutions 29, 272, 276
. Governance 339
Unit determination 649-653
. Health care institutions 386-8
. NLRB decisions 466, 649
. PERB decisions 649
. Summer sessions 444
See also Bargaining units
United Faculty of Florida 163, 724
United University Professions 48
University of Alabama 147
University of Alaska 514
University of Albuquerque 449, 717
University of Arizona 33
University of Arkansas 148
University of Bridgeport 457
University of California 150, 152, 377, 455, 665, 752, 795
- Berkeley 237, 781, 793
- Los Angeles 782
- Santa Cruz 782
University of Cincinnati 746
University of Colorado 719, 783
University of Connecticut 444
University of District of Columbia 445
University of Dubuque 43
University of Florida 784
University of Georgia 166
University of Hawaii 167, 652
University of Iowa 170
University of Maryland 696, 753, 754
University of Massachusetts 749, 764, 785, 802
University of Miami 161
University of Minnesota 179, 523, 766, 786-8
University of Missouri 181, 756
University of Nevada 146
University of New Haven 41, 203, 458, 817

University of North Carolina 34
University of North Florida 769
University of Northern Iowa 223, 705, 720, 789
University of Ottawa 108
University of Pennsylvania 474, 647
University of Quebec 742-3
University of Rhode Island 49, 84, 533, 745, 747
University of Rochester 706
University of South Florida 784
University of Texas 196, 696
University of Toronto 114-15
University of Washington 9
University of Wisconsin System 201
University of Wisconsin-Madison 200, 202, 707, 750, 809-12
University of Wisconsin-Oshkosh 89

Vermont 197, 312, 325, 534-535, 721
Vermont State Colleges 197, 534-5, 721
Virginia 815
Voting patterns 273, 289

Wagner Act 404
Washington 9, 51, 198-199, 423, 702
Washtenaw Community College 747
Wayne State University 45, 176, 328, 475, 804
Wesleyan University 814
West Germany 353
West Liberty State College 790
West Virginia 240, 277, 284, 452, 718
Western Michigan University 90, 476
William Rainey Harper College 564
Williamsport Area Community College 195
Wingate College 696
Wisconsin 89, 200-202, 410, 424-5, 707, 750, 809-12
Women administrators
. Bibliography 847
. Evaluation 14
Women deans - bibliography 833
Women faculty 215, 219, 654, 656
. Bibliography 828
. Governance 656
. Salaries 216-17, 576
. Tenure 655
See also Affirmative action, Discrimination
Work hours 697
Work week 752
Workload 182, 251, 657-666, 751-752, 813-14
. Community colleges 660
. Nursing faculty 363, 368
See also Class size, Student-faculty ratio, Time-use study

Yeshiva decision 141, 145, 172, 203, 204, 314, 667-695, 815-818
. As precedent 447, 449-50, 452
Yeshiva University 141

ELIAS LIEBERMAN LIBRARY

OF

THE NATIONAL CENTER

BIBLIOGRAPHY OF HOLDINGS

Aaron, Ronald M. Status of student personnel workers in collective bargaining in higher education. Ed.D. Dissertation, Indiana University, 1973.

Abell, M.D., ed. Collective bargaining in higher education: its implications for governance and faculty status for librarians. Chicago: American Library Association, 1976.

Abuhl, Ralph E. A study of the tenure policies and practices of colleges which are members of the Council for the Advancement of Small Colleges. Ph.D. Dissertation, Michigan State University, 1978.

Academy for Educational Development, Inc. A survey of faculty personnel practices at 32 urban community colleges. New York: A.E.D., Sept. 1976.

Adams, Mary L. A comparison of librarians' status between academic institutions with and without faculty collective bargaining units. Ph.D. Dissertation, University of Missouri, 1975.

Adell, B.L. and D.D. Carter. Collective bargaining for university faculty in Canada. Kingston, Ontario: Queens University, 1972.

Adler, D. Governance and collective bargaining in four-year institutions, 1970-1977. Monograph #3. Washington: Academic Collective Bargaining Information Service, 1977.

Alvarez, Manuel B. Collective bargaining in public universities; a comparative study of Mexican and American law. (Unpublished manuscript), 1978.

American Association for Higher Education. Faculty participation in academic governance. (Report of the AAHE-NEA Task Force...) Washington: AAHE, 1967.

American Association of University Professors. Policy documents and reports. Washington: AAUP, 1977.

American Federation of Teachers. Financing higher education: basic facts underlying current issues. (AFT Advisory Commission on Higher Education). Washington: American Council on Education, 1977.

American Philosophical Association. Report of the ad hoc committee on unionization and collective bargaining. American Philosophical Association, May 1976.

Anderson, G. Lester & Associates. Reflections on university values and the American scholar. University Park: Center for the Study of Higher Education, Pennsylvania State University, June 1976.

Andes, John O. and Harold I. Goodwin. Collective bargaining in higher education: Contract content-1972. Morgantown: West Virginia University, 1973.

Angell, George W. Collective negotiations in upstate New York community colleges, 1968-1971. New York State Public Employment Relations Board, 1971.

Angell, George W. and Edward P. Kelley, Jr. Faculty bargaining under trustee policy. Monograph #7. (Project on Educational Employment Relations). Washington: Academic Collective Bargaining Information Service, 1979.

Angell, George W. and Edward P. Kelley, Jr. Handbook of faculty bargaining. San Francisco: Jossey-Bass, 1977.

Angell, George W. Legislatures, collective bargaining and the public university. Monograph #4. Washington: Academic Collective Bargaining Information Service, (1978).

Angell, George W. Trustees and collective bargaining - two reports. Monograph #5. Washington: Academic Collective Bargaining Information Service, 1978.

Atelsek, Frank J. and Irene L. Gomberg. Tenure practices at four-year colleges and universities. Higher Education Panel Reports; No. 48. Washington: American Council on Education, July 1980.

Aussieker, Bill. Bargaining on the law. (Faculty Unionism Project) Berkeley: Institute of Business and Economic Research, University of California, August 1976.

Aussieker, Bill. Student involvement with collective bargaining. (Faculty Unionism Project). Berkeley: Institute of Business and Economic Research, University of California, 1975.

Baer, Walter E. Strikes; a study of conflict and how to resolve it. New York: American Management Association, 1975.

Balderston, Frederick E. Managing today's university.San Francisco: Jossey-Bass, 1975.

Baldridge, J. Victor, et al. Faculty power and decision processes: institutional factors, professional autonomy and morale. Stanford University, Project on Academic Governance, 1973.

Baldridge, J. Victor, et al. Policy making and effective leadership. San Francisco: Jossey-Bass, 1978.

Baldridge, J. Victor. Power and conflict in the university. New York: John Wiley & Sons, 1971.

Bartson, Ronald J. The goals of union leaders and union members in Michigan higher education. Ph.D. Dissertation, Wayne State University, 1977.

Batz, Robert L. A critical investigation of policies and procedures pertinent to tenure and the grievance procedure, both before and after collective bargaining at public community-junior colleges. Ph.D. Dissertation, University of Missouri, 1973.

Bean, Joseph J. and Rene Laliberty. Understanding hospital labor relations. Reading, Mass.: Addison-Wesley, 1977.

Begin, James P., et al. Academic bargaining: origins and growth. New Brunswick, N.J.: Institute of Management and Labor Relations, Rutgers University, 1977.

Begin, James P., ed. Academics at the bargaining table: early experience. New Brunswick, N.J.: Rutgers University, 1973.

Begin, James P., et al. Academics on strike. New Brunswick, N.J.: Institute of Management and Labor Relations, Rutgers University, 1975.

Begin, James P. Bargaining and faculty reward systems: current research findings. June 1978.

Begin, James P. Bargaining history - contract summaries; New Jersey community colleges 1968-77. New Brunswick, N.J.: Institute of Management and Labor Relations, Rutgers University, Feb. 1977.

Begin, James P., et al. Community college collective bargaining in New Jersey; study report and recommendations. New Brunswick, N.J.: Institute of Management and Labor Relations, Rutgers University, Sept. 1977.

Begin, James P. Faculty bargaining: a conceptual discussion. Washington: U.S. Department of H.E.W., Feb. 1973.

Begin, James P. Statutory definitions of the scope of negotiations; the implications for traditional faculty governance. Journal of Higher Education, 49(3):1978.

Bennett, James T. and Manuel H. Johnson. Demographic trends in higher education: collective bargaining and forced unionism. Los Angeles: International Institute for Economic Research, 1979.

Bent, Alan E. and T. Zane Reeves. Collective bargaining in the public sector. Menlo Park, Ca: Benjamin/Cummings, 1978.

Bernier, Francis A. The presidents of the faculty collective bargaining units in United States institutions of higher education. Ph.D. Dissertation, Michigan State University, 1973.

Birnbaum, Robert. Creative academic bargaining; managing conflict in the unionized college and university. N.Y.: Teachers College Press, 1979.

Blitz, Rudolph C. and Anthony M. Tang. Merit raises and academic tenure under inflation. (Paper presented at meeting of American Economic Association, Atlanta, Ga., Dec. 1979).

Bloom, Karen L., et al. Goals and ambivalence: faculty values and the community college philosophy. (Report No. 13.) University Park: Center for the Study of Higher Education, Pennsylvania State University, 1971.

Bognanno, Mario F. and Edward L. Suntrup. Unit determination in 4-year colleges and universities: one aspect of the problem. University of Minnesota, Industrial Relations Center, 1974.

Borland, David T. Collective bargaining and student affairs: guidelines for professional action. NASPA Journal, 15(4): 12-42, Spring 1978.

Borus, David M. The effects of faculty bargaining on students and student-related areas. Ph.D. Dissertation, University of Michigan, 1975.

Breneman, David W. and Chester E. Finn, Jr., eds. Public policy and private higher education. (Studies in Higher Education Policy). Washington: The Brookings Institution, 1978.

Brick, Michael, ed. Collective negotiations in higher education. New York: Columbia University, 1973.

Bronsard, Donald R. Faculty collective bargaining: a selective literature review. 1975. (ERIC# ED 132 908)

Bryant, Anne L. Faculty collective bargaining in higher education: a case study of the University of Massachusetts-Amherst election, November 1973. Ed.D. Dissertation, University of Massachusetts, 1978.

Bucklew, Neil S. Employment relations of staff employees in institutions of higher education. Ph.D. Dissertation, University of Wisconsin, 1970.

Bucklew, Neil S. Students and unions. (Report No. 22) University Park: Center for the Study of Higher Education, Pennsylvania State University, July 1973.

Bullis, Bruce R. Trust and inclination of faculty toward collective bargaining at Northeastern Illinois University. Ph.D. Dissertation, Southern Illinios University, 1977.

Burd, Paul E. Faculty collective bargaining and the state college president. Ed.D. Dissertation, West Virginia University, 1974.

Bureau of National Affairs. Grievance guide. 5th ed. Washington: BNA, 1978.

Burnett, Collins W., ed. Legal problems in higher education. Lexington: Kentucky University, College of Education, March 1974.

Bylsma, Donald and Robert T. Blackburn. Changes in faculty governance and faculty welfare: some empirical consequences of collective negotiations, (1971).

California Legislature. Assembly Office of Research. Collective bargaining and education; an analysis of experiences in other states. Sacramento: Assembly Office of Research, Dec. 1972.

California State University and Colleges. Report of the task force on temporary faculty. Dec. 1977. (ERIC # ED 165 642).

Canadian Association of University Teachers. Collective bargaining information service. Prepared by I.B. McKenna, 1976; rev. by E.A. Bartley, 1978; updated 1979. Ottawa, Ontario: CAUT.

Canadian Association of University Teachers. Proceedings of National Collective Bargaining Conference, Sept. 4-7, 1980.

Carhart, John I. and Charles C. Collins. Governance: a community college model. Community College Press, 1977.

Carnegie Commission on Higher Education. A classification of institutions of higher education. Berkeley, California: CCHE, 1973.

Carnegie Commission on Higher Education. Governance of higher education; six priority problems. New York: McGraw-Hill, 1973.

Carnegie Commission on Higher Education. Opportunities for women in higher education. New York: McGraw-Hill, 1973.

Carnegie Commission on Higher Education. Priorities for action: final report. New York: McGraw-Hill, 1973.

Carnegie Council on Policy Studies in Higher Education. Faculty bargaining in public higher education. San Francisco: Jossey-Bass, 1977.

Carr, Robert K. and Daniel K. Van Eyck. Collective bargaining comes to the campus. Washington, D.C.: American Council on Education, 1973.

Cebulski, Bonnie G. Affirmative action versus seniority - is conflict inevitable? Berkeley: Institute of Industrial Relations, University of California, 1977.

Centra, John A. Determining faculty effectiveness. San Francisco: Jossey-Bass, 1980.

Chambers, M.M. The colleges and the courts; faculty and staff before the bench. Danville, Ill.: Interstate, 1973.

Chandler, Margaret K. and D.J. Julius. Faculty vs. administration: rights issues in academic collective bargaining. New York: National Center for the Study of Collective Bargaining in Higher Education, 1979.

Cheit, Earl F. The new depression in higher education. (Carnegie Commission on Higher Education and Ford Foundation.) New York: McGraw-Hill, 1971.

Coe, Alan C. A study of the procedures used in collective bargaining with faculty unions in public colleges and universities. Ph.D. Dissertation, Michigan State University, 1972.

Collinwood, Dean W. Developing trends in faculty unionism in higher education. Aug. 1976. (ERIC# ED 134 078).

Commission on Academic Tenure in Higher Education. Faculty tenure. San Francisco: Jossey-Bass, 1973.

Cook, Alfred L., ed. Planning rational retrenchment. New Directions for Institutional Research, No. 24, 1979.

Cornelison, James R. A study of attitudes towards work environments of unionized and non-unionized student personnel /student development staff members. Ed.D. Dissertation, Boston College, 1978.

Corson, John J. The governance of colleges and universities, modernizing structure and processes. (rev. ed.) New York: McGraw-Hill, 1975.

Coulson, Robert. Labor arbitration; what you need to know. New York: American Arbitration Association, 1973.

Cowley, W.H. Presidents, professors, and trustees. San Francisco: Jossey-Bass, 1980.

Creal, Richard C. A study of the factors which influence the course of collective negotiation toward resolution of impasse in selected Michigan community colleges. Ph.D. Dissertation, University of Michigan, 1969.

Cross, John G. The economics of bargaining. New York: Basic books, 1969.

Crossland, Fred E. Faculty collective bargaining: impact on planning. (Presented at Annual International Conference of the Society for College and University Planning.) Washington: July, 1976.

Cruzat, Gwendolyn S. Collective bargaining in academic librarianship. Ph.D. Dissertation, Wayne State University, 1976.

Davis, Barbara C. The legal aspects of unit determination in faculty collective bargaining at public institutions of higher education. Ph.D. Dissertation, Georgia State University, 1976.

Deegan, William L. and Kenneth P. Mortimer. Faculty in governance at the University of Minnesota. Berkeley: California University, 1970.

Diener, Thomas J., ed. College teaching and teachers: legal implications of academic affairs. University: Institute of Higher Education Research, University of Alabama, 1973.

Dionisopoulos, P. Allan. The rights of nontenured faculty: the new constitutional doctrine of Perry v. Sindermann and Board of Regents v. Roth. Center for Governmental Studies, Northern Illinois University, 1972.

Douglas, Joel M. A study of the injunctive process in the public sector of New York State under the Taylor Law: 1967-1974. Ph.D. Dissertation, New York University, 1976.

Douglas, Joel M. and Molly Garfin. Contract development in higher education faculty collective bargaining. New York: National Center for the Study of Collective Bargaining in Higher Education, 1980.

Douglas, Joel M., Loren B. Krause and Leonard Winogora. Workload and productivity bargaining in higher education. New York: National Center for the Study of Collective Bargaining in Higher Education and the Professions, 1980.

Driscoll, James W. Determinants of faculty attitudes towards collective bargaining for the faculty at Cornell: participation and trust in the decision-making process. Ph.D. Dissertation, Cornell University, 1975.

Dubeck, Leroy. The Temple University collective bargaining experience. Washington, D.C.: American Association of University Professors, 1980.

Duryea, E.D. and J.C. Neddy. Collective bargaining: impact on governance. Washington: Association of Governing Boards of Universities and Colleges, 1977.

Duryea, E.D. and R.S. Fisk. Collective bargaining, the state university and the state government in New York. Buffalo, N.Y.: State University of New York, Dec. 1975.

Duryea, E.D. and R.S. Fisk. Faculty unions and collective bargaining. San Francisco: Jossey-Bass, 1973.

Edelson, Paul J. A descriptive study of the congruence between department chairmen and faculty perceptions of the role of department chairmen in selected collective bargaining and non-collective bargaining private higher education institutions. Ph. D. Dissertation, New York University, 1973.

Edmonson, William F. Grievance arbitration and its role in the settlement of professional negotation disputes in higher education. Ed.D. Dissertation, University of Mississippi, 1973.

Education Commission of the States. Collective bargaining in post-secondary educational institutions: applications and alternatives in the formulation of enabling legislation. Denver: Education Commission of the States, March 1974.

Education Commission of the States. Faculty collective bargaining in postsecondary institutions: the impact on the campus and on the state. Denver: Education Commission of the States, 1972.

Edwards, Harry T. and Virginia D. Norden. Higher education and the law. Cambridge, Mass.: Institute for Educational Management, 1979.

Eiler, Edward E. Selected alternatives for public higher education collective bargaining: an analysis utilizing a systems approach. Ed.D. Dissertation, Ball State University, 1975.

Elkouri, Frank and Edna A. Elkouri. How arbitration works. 3d ed. Washington: Bureau of National Affairs, 1973.
Encyclopedia of public school collective bargaining clausis. Vol. 1 administrator contract clausis, comp. by John A./ Pisapia. Morgantown, W. Va.: 1976

Ernst, Richard J., ed. Adjusting to collective bargaining. New Directions for Community Colleges, Autumn, 1975.

Falcone, Michael A. A study of opinions of faculty and administrators at six upstate New York colleges concerning their governance structures before and after enactment of the Taylor Law. Ph.D. Dissertation, Syracuse University, 1974.

Felts, William T. Trends toward collective bargaining in the 13 senior state institutions of higher education in the state of Illinois. Ph.D. Dissertation, Southern Illinois University, 1975.

Ferguson, John B. Guide to statutory provisions in public sector collective bargaining. Terms and definitions. Industrial Relations Center, University of Hawaii, March 1977.

Feuille, Peter and James Blandin. Faculty job satisfaction and bargaining sentiments: a case study. (Faculty Unionism Project). Berkeley: Institute of Business and Economic Research, University of California, 1974.

Finkin, Matthew W.,et al. A primer on collective bargaining for college and university faculty. Washington: American Association of University Professors, 1975.

Fisher, Bethany J. A study of the implications of the non-retention of tenured and nontenured faculty for public 4-year institutions of higher education in the United States. Ph.D. Dissertation, Michigan State University, 1976.

Fisher, Richard G. A study of the impact of unit determination for collective negotiations in public higher education upon the professional role of student personnel workers. Ph.D. Dissertation, University of Iowa, 1973.

Foster, Leo L. Relationships between university faculty satisfaction with rewards and attitudes toward collective bargaining. Ph.D. Dissertation, University of Wisconsin-Madison, 1976.

Freimuth, James E. Guidelines for determining the inclusion/exclusion of department chairmen in faculty collective bargaining units in American higher education. Ph.D. Dissertation, Florida State University, 1974.

Furniss, W. Todd and Patricia A. Graham, eds. Women in higher education. Washington: American Council on Education, 1974.

Garbarino, Joseph W. An analysis of the Berkeley faculty election. September 1980.

Garbarino, Joseph W. Collegiality, consensus and collective bargaining. (Faculty Unionism Project). Berkeley: Institute of Business and Economic Research, University of California, 1975.

Garbarino, Joseph W. and M.W. Aussieker, Jr. Creeping unionism revisited. Berkeley; Institute of Business and Economic Research, University of California, 1974.

Garbarino, Joseph W. and Bill Aussieker. Faculty bargaining; change and conflict. (Carnegie Commission and Ford Foundation). N.Y.: McGraw-Hill, 1975.

Garbarino, Joseph W. Faculty bargaining and Proposition 13 come to California. Berkeley: Institute of Business and Economic Research, University of California, Dec. 1978.

Garbarino Joseph W., et al. Faculty unionism in the West; Symposium. (Faculty Unionism Project). Berkeley: Institute of Business and Economic Research, University of California, 1974.

Garbarino, Joseph W: Faculty unionization: the pre-Yeshiva years, 1966-1979. Berkeley: Institute of Industrial Relations, University of California, 1980.

Garbarino, Joseph W. State patterns of faculty bargaining (Faculty Unionism Project). Berkeley: Institute of Business and Economic Research, University of California, May 1976.

Gardiner, Richard A. A case study of the board/administration decision-making process in a community college collective bargaining experience. Ed.D. Dissertation, Columbia University, 1975.

Garfin, Molly. Collective bargaining in higher education. Bibliography #8-9, 1979-80. New York: National Center for the Study of Collective Bargaining in Higher Education and the Professions, Jan. 1981. (Bibliographies # 1-7)

Garfin, Molly. Directory of faculty contracts and bargaining agents in institutions of higher education. New York: National Center for the Study of Collective Bargaining in Higher Education, and the Professions, 1975 to date.

Gerry, Frank C., Jr. An investigation of selected factors related to faculty attitudes towards the potential impact of academic collective bargaining on students and potential modes of student participation in the bargaining process. Ph.D. Dissertation, University of Iowa, 1976.

Gershenfeld, Walter J. and Kenneth P. Mortimer. Faculty collective bargaining activity in Pennsylvania; the first 5 years (1970-1975). University Park, Pa.: Pennsylvania State University, April 1976.

Giacquinta, Joseph B. and Carole Kazlow. Support of unionism within the education faculty of a large private university; some unexpected findings. Washington: American Educational Research Associates, 1976.

Golden, Allan J. A study of the effects of the first faculty collective bargaining agreements on faculty and administration relationships at the City University of New York. Ph.D. Dissertation, New York University, 1976.

Gordon, Margaret S., ed. Higher education and the labor market. (Carnegie Commission on Higher Education).N.Y.: McGraw-Hill, 1974.

Goulding, Joel A. The history of unionism in American higher education. Ed. D. Dissertation, Wayne State University, 1970.

Granof, Michael H. How to cost your labor contract. Washington, D.C.: Bureau of National Affairs, 1973.

Grayson, Gerald H. Professors unite: a history of the Legislative Conference of City University of New York, 1938-1971. Ph.D. Dissertation, New York University, 1973.

Green, Clarence D. Collective bargaining and power at Wayne State University from 1969 to 1976. Ph.D. Dissertation, Wayne State University, 1978.

Grodin, Joseph R. et al. Collective bargaining in public employment. 3rd ed. Washington, D.C.: Bureau of National Affairs, 1979.

Group for Human Development in Higher Education. Faculty development in a time of retrenchment. New Rochelle, N.Y.: Change, 1974.

Haak, Harold H. Collective bargaining and academic governance: the case of the California state colleges. San Diego State College, 1968.

Handlin, Oscar and Mary F. Handlin. The American college and the American culture; socialization as a function of higher education. (Carnegie Commission on Higher Education). New York: McGraw-Hill, 1970.

Hankin, Joseph N. Negotiating a better future; planning and organizing for collective negotiations in community and junior colleges. Washington: American Association of Community and Junior Colleges, 1977.

Hankin, Joseph N. State legislation and the status of collective bargaining in community and junior colleges, 1976. Valhalla, New York: Westchester Community College, 1976.

Hardigan, James E. An analysis of institutional variables leading to the election of a collective bargaining agent at private colleges and universitites. Ph.D. Dissertation, Cornell University, 1975.

Hardt, James R. Impact of collective bargaining on governance in community colleges. Ph.D. Dissertation, University of California, Berkeley, 1977.

Harper, Earl. Faculty perceptions of economic aspects, structure and professionalism factors at unionized and non-unionized institutions .. D.B.A. Dissertation, Texas Technical University, 1979.

Harris, Seymour E. A statistical portrait of higher education. (Report for the Carnegie Commission on Higher Education) New York: McGraw-Hill,1972.

Hartnett, Richard A. Authority and control in colleges with successive collective bargaining contracts. Ed.D. Dissertation, West Virginia University, 1975.

Hasle, Frederick G. An assessment of differences in morale between and among selected union and non-urion community college faculty. Ph.D. Dissertation, Oregon State University, 1978.

Hasselbrinck, William R. Higher court decisions related to faculty rights in higher education. Ph.D. Dissertation, Indiana State University, 1975.

Head, Ronald B. Legal issues relating to part-time faculty employment. (Occasional Paper Series #6) Charlottesville, N.C.: Center for the Study of Higher Education, University of Virginia, March 1979.

Hedgepeth, Royster C. An exploratory analysis of the consequences of collective bargaining in higher education. Ph.D. Dissertation, Cornell University, 1974.

Heie, Harold et al. Professional development through growth contracts handbook. Wenham, Mass.: Gordon College, 1979.

Heinlein, Albert C., ed. Decision models in academic administration. Kent, Ohio: Kent State University, 1974.

Hewitt, Raymond G. The effects of collective bargaining on higher education. (Proceedings of New England Board of Higher Education Conference in Boston, Mass., 1973)

Hodgkinson, Harold L. The campus senate, experiment in democracy. Berkeley: Center for Research and Development in Higher Education, University of California, 1974.

Hodgkinson, Harold L. and L. Richard Meeth. Power and authority; transformation of campus governance. San Francisco: Jossey-Bass, 1971.

House, Charles B. Self-perceived effects of faculty collective bargaining on the academic leadership roles of college and university administrators. Ph.D. Dissertation, Michigan State University, 1975.

Howe, Ray. Community college board of trustees and negotiations with faculty. Washington: American Association of Community and Junior Colleges, 1973.

Hudson, Bennett J. Perceptions of post-bargaining changes in organizational structure and locus of institutional decision-making in selected community colleges. Ed.D. Dissertation, University of Florida, 1973.

Humphrey, Neil D. An analysis of collectively bargained contracts in senior colleges and universities in 1973. Ph.D. Dissertation, Brigham Young University, 1974.

Hughes, Clarence R., et al, eds. Collective negotiations in higher education; a reader. Carlinville, Ill: Blackburn College Press, 1973.

Institute of Continuing Legal Education. Collective bargaining on campus, II: What to do when the petition is filed. Ann Arbor, Mich.: ICLE, Nov, 1972.

Jascourt, Hugh D., ed. Government labor relations; trends and information for the future. Oak Park, Ill.: Moore Publishing Co., 1979.

Johnson, Mark D. and Kenneth P. Mortimer. Faculty bargaining and the politics of retrenchment in the Pennsylvania State College, 1971-1976. University Park: Center for the Study of Higher Education, Pennsylvania State University, 1977.

Jones, Gary L. Changes in the role of the president's office in selected universities following faculty unionization. Ph.D. Dissertation, Michigan State University, 1975.

Kahn, Kenneth F. The NLRB and higher education: a study in the failure of policymaking through adjudication. (2 vols.) (n.d.)

Keeton, Morris. Shared authority on campus. Washington: American Association for Higher Education, 1971.

Kellett, Robert H. A study of trends and patterns of change in collective bargaining contracts at public community colleges in selected states. Ph.D Dissertation, Florida State University, 1975.

Kelly, Michael L. The impact of collective bargaining on the department chairperson position in selected Pennsylvania community colleges. Ph.D. Dissertation, University of Pittsburgh, 1976.

Kemerer, Frank R. and Ronald P. Satryb. Facing financial exigency. Lexington, Mass.: Lexington Books, 1977.

Kemerer, Frank R. The impact of faculty collective bargaining on college and university governance. Ph.D. Dissertation, Stanford University, 1975.

Kemerer, Frank R. Issues of collective bargaining at the University of California - Berkeley. Nov. 1973.

Kemerer, Frank R. and J. Victor Baldridge. National academic collective bargaining survey. North Texas State University, Denton, and Higher Education Research Institute, Los Angeles, 1979.

Kemerer, Frank R. Understanding faculty unions and collective bargaining; a guide for independent school administrators. Boston, Mass.: National Association of Independent Schools, 1976.

Kemerer, Frank R. and J. Victor Baldridge. Unions on campus. San Francisco: Jossey-Bass, 1975.

Kerchner, Charles T. An exploration into the impacts of faculty unions on community colleges and their presidents. Ph.D. Dissertation, Northwestern University, 1976.

Kerr, Clark, et al. Conflict, retrenchment and reappraisal: the administration of higher education. (David D. Henry Lectures 1972-1978). University of Illinois Press, 1979.

Kirschling, Wayne R. ed. Evaluating faculty performance and vitality. New Directions for Institutional Research, #20, 1978.

Klotz, Neil, ed. Students, collective bargaining and unionization. Washington, D.C.: U.S. National Student Association, 1975.

Kramer, Gerald H. Collective bargaining agreements in four-year state colleges: 1973-1974. Ph.D. Dissertation, University of Iowa, 1975.

Ladd, Everett C., Jr. and Seymour M. Lipset. Academics, politics and the 1972 election. Washington, D.C.: American Enterprise Institute for Public Policy Research, 1973.

Ladd, Everett C., Jr. and Seymour M. Lipset. The divided academy; professors and politics. (Carnegie Commission of Higher Education) New York: McGraw-Hill, 1975.

Ladd, Everett C., Jr. and Seymour M. Lipset. Professors, unions and American higher education. Washington: American Enterprise Institute for Public Policy Research, 1973.

Lahti, Robert E. Management and governance in the two-year college. 1979.

Lane, Frederick S. Alternatives in university governance: a comparative analysis. Ph.D. Dissertation, Syracuse University, 1977.

Lavine, John M. and Wallace L. Lemon. Report of the regents' task force on university governance and collective bargaining. University of Wisconsin, 1975.

Lee, Barbara A. Collective bargaining in 4-year colleges: impact on institutional practice. AAHE-ERIC/Higher Education Research Report No. 5, 1978.

Lee, Barbara A. College faculty as "managerial employees": implications of the Yeshiva University decision for faculty unionization. Review of Higher Education, 2:11-20, Spring 1979.

Lee, Barbara A. The effect of faculty collective bargaining on academic governance at 4-year colleges and universities. (Paper presented at American Educational Research Association Meeting, Toronto, Ontario) March, 1978.

Lee, Barbara A. Governance at unionized four-year colleges; effect on decision-making structures. Journal of Higher Education, 50(5): 565-585, 1979.

Lee, Eugene C. and Frank M. Bowen. Managing multicampus systems. San Francisco: Jossey-Bass, 1975.

Lee, Eugene C. and Frank M. Bowen. The multicampus university; a study of academic governance. (Report prepared for The Carnegie Commission on Higher Education.) New York: McGraw-Hill, 1971.

Leslie, David W., ed. Employing part-time faculty. New Directions for Institutional Research, 18: Summer, 1978.

Leslie, David W. Variability in faculty perception of the legitimacy of decision making at nine Pennsylvania institutions. University Park: Pennsylvania State University, Nov. 1973.

Leslie, Larry L. and Teh-Wei Hu. The financial implications of collective bargaining in higher education. University Park: Center for the Study of Higher Education, Pennsylvania State University, Sept. 1977.

Leslie, Larry L. and J. Creasy. The higher education faculty of Pennsylvania: selected characteristics. (Report No. 24). University Park, Pa.: Center for the Study of Higher Education, Pennsylvania State University, July 1974.

Lester, Jeanette A. The American Federation of Teachers in higher education: a history of union organization of faculty members in colleges and universities, 1916-1966. Ed.D. Dissertation, University of Toledo, 1968.

Lester, Richard A. Antibias regulation of universities; faculty problems and their solutions. (Carnegie Commission on Higher Education) New York: McGraw-Hill, 1974.

Levenstein, Aaron, ed. Collective bargaining and the future of higher education. Proceedings of the Fifth Annual Conference, April 1977. New York: National Center for the Study of Collective Bargaining in Higher Education. (Proceedings 1973 to 1976 under title of Collective Bargaining in Higher Education.)

Levenstein, Aaron, ed. The uniqueness of collective bargaining in higher education. Proceedings of the Sixth Annual Conference, April, 1978. New York: National Center for the Study of Collective Bargaining in Higher Education.

Levenstein, Aaron, ed. Landmarks in collective bargaining in higher education. Proceedings of the Seventh Annual Conference, April 1979. New York: National Center for the Study of Collective Bargaining in Higher Education.

Levenstein, Aaron, ed. Newsletter. New York: National Center for the Study of Collective Bargaining in Higher Education and the Professions, 1980.

Lienemann, William H. and Bruce Bullis. Collective bargaining in higher education systems: a study of four states. (AASCU Studies No. 4). Washington, D.C.: American Association of State Colleges and Universities, October 1980.

Lindeman, Lynn W. University goals and collective bargaining. Norman: Center for Studies in Higher Education, Oklahoma University, 1974.

Livesay, Robin R. Effects of faculty collective bargaining on administrator's salaries and fringe benefits in selected colleges and universities in the United States. Ph.D. Dissertation, Ohio State University, 1974.

Lombardi, John. Changing administrative relations under collective bargaining. Los Angeles: California University, 1979.

Lozier, G. Gregory. and Kenneth P. Mortimer. Anatomy of a collective bargaining election in Pennsylvania's state-owned colleges. University Park: Pennsylvania State University, Feb. 1974.

Lozier, G. Gregory. Voting patterns of Pennsylvania state college faculty in a collective negotiations election. Ed.D. Dissertation, Pennsylvania State University, 1973.

McCamey, Marion B. Unionism in academe. Ed.D. Dissertation, University of Massachusetts, 1977.

McConnell, T.R. and S. Edelstein. Campus governance at Berkeley: a study in jurisdictions. Berkeley: Center for Research and Development in Higher Education, University of California, 1977.

McFadden, Ronald B. The perceived effects of collective bargaining agreements on the distribution of power over selected aspects of decision-making within 2 year colleges. Ph.D. Dissertation, Ohio State University, 1976.

Manilla, S. James. Governance and leadership in the 80s: role of planning, management and evaluation in decision-making. 1979.

Marks, Kenneth E. A study of the congruence between faculty and administrator perceptions of governance changes at selected four-year institutions. Ph.D. Dissertation, Iowa State University, 1978.

Massachusetts State Board of Regional Community Colleges. Collective bargaining in public community colleges; a survey of relevant contract provisions from 84 professional contracts covering 120 institutions. Boston, Mass. 1975.

Mayhew, Lewis B. The Carnegie Commission on Higher Education: a critical analysis of the reports and recommendations. San Francisco: Jossey Bass, 1973.

Means, Howard B. and Philip W. Semas, eds. Faculty collective bargaining. 2d ed. (A Chronicle of Higher Education Handbook). Washington, D.C.: Editorial Projects for Education, 1976.

Mensel, R. Frank, et al. 1976-77 administrative compensation survey. Washington: College and University Personnel Association, 1977.

Merz, Robert P. Impact of collective bargaining on organizational characteristics of higher education. Ed.D. Dissertation, University of Northern Colorado, 1978.

Metzler, John H. Collective bargaining for community colleges. Washington: Association of Community College Trustees, 1977.

Michigan State University. An impartial review of collective bargaining by university faculties. East Lansing: Michigan State University, Faculty Affairs Committee, March 1971.

Midwest Center for Public Sector Labor Relations. Questions and answers on contract administration: a practitioner's guide. Bloomington: Indiana University, 1978.

Millett, John D., New structures of campus power; successes and failures of emerging forms of institutional governance. San Francisco: Jossey-Bass, 1978.

Milliken, Marie M. The influence of national faculty professional organizations on collective bargaining in small private liberal arts colleges. Ph.D. Dissertation, University of Denver, 1976.

Mintz, Bernard. Living with collective bargaining; a case study of the City University of New York. New York: National Center for the Study of Collective Bargaining in Higher Education, 1979.

Minus, Tony. A comparison of attitudes of faculty members toward collective negotiations at selected public and private institutions of higher education. Ed.D. Dissertation, George Washington University, 1974.

Moore, John W., Pennsylvania community college faculty: attitudes toward collective negotiations. University Park, Pa.: Center for the Study of Higher Education, Pennsylvania State University, May 1971

Morgan, Don A., ed. Two year college faculty problems: master contracts, pros and cons. Duluth: Minnesota University, Jan. 1974.

Mortimer, Kenneth P. and G. Gregory Lozier. Collective bargaining; implications for governance. Report #17. University Park: Pennsylvania State University, Center for the Study of Higher Education, 1972.

Mortimer, Kenneth P., ed. Faculty bargaining, state government and campus autonomy: the experience in 8 states. Report 87. Denver, Colo.: Education Commission of the States, 1976.

Mortimer, Kenneth P., et al. Faculty voting behavior in the Temple University collective bargaining elections. University Park: Pennsylvania State University, 1975.

Mortimer, Kenneth P. Governance in institutions with faculty unions; six case studies. University Park: Pennsylvania State University, Center for the Study of Higher Education, 1977.

Mortimer, Kenneth P. and T.R. McConnell. Sharing authority effectively. San Francisco: Jossey-Bass, 1978.

Moses, Stephen. Collective bargaining agreements in higher education. Columbia: University of Missouri, 1973.

Mounts, Philip H. and Warren W. McIntire. Collective representation and bargaining at the University of Wisconsin-Oshkosh. (Faculty Development Project) Nov., 1977; Feb. 1978.

Munsterman, Richard B. Collective bargaining in higher education: the Western Michigan University experience. Aug. 1977.

Napolitano, Frank R. A study of the perceptions of key administrators and faculty of the effects of collective bargaining on governance in institutions of higher education. Ph.D. Dissertation, University of Connecticut, 1978.

National Education Association. High spots in state school legislation (Jan.1 - Aug.31, 1978). Washington: NEA, 1978.

National Education Association. Higher education faculty: characteristics and opinions. Washington: NEA, 1979.

New York State Public Employment Relations Board. Tables summarizing salaries, fringe benefits and related practice affecting professional employees of New York Community Colleges. 1975-76, 1976-77, 1978-79. Albany, N.Y.: PERB.

Newhouse, Wade J. Public sector labor relations law in New York State. Buffalo: Wm. S. Hein, 1978.

North, Joan and Stephen Scholl. Revising a faculty evaluation system; a workbook for decision-makers. 1978.

Oberer, Walter E., et al. Labor law; collective bargaining in a free society. 2d ed. St. Paul, Minn,: West Publ., 1979.

Ohm, Paul R. Collective negotiations and management of Pennsylvania community colleges: an administrative view. Ph.D. Dissertation, Kent State University, 1974.

O'Sullivan, Richard J. An analysis of collective bargaining in selected New York community colleges, 1970-71. Ed.D. Dissertation, State University of New York, 1972.

O'Toole, James, et al. Three views: tenure. New Rochelle, New York: Change Magazine Press, 1979.

Oxhandler, Richard M. Attitudes of students, faculty and administration toward collective bargaining at two public colleges in California. Ph.D. Dissertation, Western Michigan University, 1975.

Parrott, Jacob R., Jr. A generic model for collective negotiations legislation for a community college system. Ed.D. Dissertation, North Carolina State University, 1971.

Parsons, Michael H., ed. Using part-time faculty effectively. New Directions for Community Colleges, No. 30, 1980.

Pavelko, John. Promotion and tenure: a content analysis study of department criteria at a major university. Ph.D Dissertation, University of Utah, 1976.

Perkins, James A, ed. The university as an organization. (Report for the Carnegie Commission on Higher Education). New York: McGraw-Hill, 1973.

Persson, Leonard N. An examination of the impact of collective bargaining and programs of equal opportunity employment and affirmative action on the role of the personnel officer in institutions of higher education. Ed.D. Dissertation, Columbia University Teacher's College, 1976.

Petersen, Stephen H. Service as a factor in faculty promotion and tenure. Ed.D. Dissertation, Indiana University, 1976.

Peterson, Vance I., ed. Higher education and the law: an administrator's overview. Toledo, Ohio: Center for the study of Higher Education, University of Toledo, 1977.

Pettibon, Wm. G. An analysis of certain aspects of selected public employee relations acts as these affect higher education generally and Pennsylvania higher education potentially. Ph.D. Dissertation, University of Pittsburgh, 1973.

Phelps, Douglas. Student rights and collective bargaining; a guide to resources. Amherst: Student Organizing Project, University of Massachusetts, Oct. 1976.

Pisapia, John R. Professional values and faculty unionism. Ed.D. Dissertation, West Virginia University, 1974.

Poison, David E. Student participation in academic collective bargaining. Ph.D. Dissertation, University of Arizona, 1976.

Polowy, Carolyn I. Collective bargaining and discrimination issues in higher education. Washington: ACBIS, (n.d.)

Poole, Lawrence H. The influence of collective bargaining upon written policies of governance in selected community/junior colleges. Ph.D. Dissertation, University of Florida, 1975.

Puffer, William C. The faculty senate and collective bargaining: a case study of the SUNY faculty senate. Ph.D. Dissertation, SUNY, 1975.

Rabinoff, Marc A. Alternatives to collective bargaining: a study of private colleges and universities where unionization has been rejected. Ed.D. Dissertation, University of Houston, 1977.

Ramsey, Gerald D. Unionism and collective bargaining among academic employees in higher education; job satisfaction, attitudes and individual's perception of self and faculty consensus in rating contract items. Ph.D. Dissertation, Purdue University, 1973.

Riley, Gary L. and J. Victor Baldridge. Governing academic organizations. Berkeley: McCutcheon, c1977.

Riley, Jack. Collective bargaining in Illinois state universities: a study of faculty attitudes. Ed.D. Dissertation, University of Illinois, 1976.

Riley, John F. Attitudes of faculty of private colleges towards collective bargaining in higher education. Ph.D. Dissertation, Lehigh University, 1976.

Ross, Doris M. Cuebook, state education collective bargaining laws. Denver: Education Commission of the States, October 1978.

Ross, Doris M. and Lawrence Raful. A legislator's guide to collective bargaining in education. Denver: Education Commission of the States, January 1975.

Rossi, Richard E. Views of trustees and union leaders: a comparison of the views of the trustees of Massachusetts' institutions of higher education with those of AFT and NEA faculty organizations on decision-making, governance, and collective bargaining. Ph.D. Dissertation, Boston College, 1974.

Rothman, William A. A bibliography of collective bargaining in hospitals and related facilities. 1959-1968, 1969-1971, 1972-1974. (3 vols.) Cornell University, School of Industrial and Labor Relations, and University of Michigan, Institute of Labor.

Ruff, Raymond T., Jr. Description and analysis of faculty grievances and faculty grievance procedures in New York State community colleges. Ph.D. Dissertation, SUNY, 1972.

Sabol, John A. A case study on the governance function relative to faculty participation at the Community College of Allegheny County from its beginning through two collective bargaining negotiations. Ph.D. Dissertation, University of Pittsburgh, 1976.

Satryb, Ronald P. The grievance appeals process within the State University of New York: a descriptive analysis. Ed.D. Dissertation, University of Virginia, 1974.

Schuster, Jack H. Faculty unions and academic decision-making: the governance experience on six campuses. Ph.D. Dissertation, University of California, Berkeley, 1977.

Schwartz, Stanley J. A study of the effect of collective bargaining on four selected universities in the Commonwealth of Pennsylvania. Ed.D. Dissertation, Temple University, 1979.

Scott, Elizabeth L. Higher education salary evaluation kit. Washington: AAUP, 1977.

Sells, Lucy W., ed. Toward affirmative action. New Directions for Institutional Research, 3: Autumn, 1974.

Shark, Alan R. and Kathleen Brouder. Students and collective bargaining. Final report of research project. Washington: National Student Education Fund, c1976.

Silver, Donna and Jane Magee. Women administrators in higher education: a selected bibliography. University of Wisconsin-Madison, School of Education, 1978.

Simkin, William E. Mediation and the dynamics of collective bargaining. Washington: Bureau of National Affairs, 1971.

Simpson, Stephen T. Faculty professionalism in academic collective bargaining agreements. Ed.D. Dissertation, Indiana University, 1973.

Slichter, Sumner H. The impact of collective bargaining on management. Washington: The Brookings Institution, 1960.

Smith, Bardwell L. The tenure debate. San Francisco: Jossey-Bass, 1973.

Spruill, Charles R. Collective bargaining at four year colleges and universities: an empirical study. Ph.D. Dissertation, Southern Illinois University, 1975.

Staller, Jerome M. The impact of collective bargaining on faculty at 2 year public colleges. Ph.D. Dissertation, Temple University, 1975.

Stern, James L. and Barbara D. Dennis. Arbitration of subcontracting and wage incentive disputes. Washington, D.C.: BNA, 1980.

Storholm, Gordon R. Acceptance and rejection of collective bargaining at private four-year colleges and universities. Ph.D. Dissertation, University of Pennsylvania, 1975.

Streams, Edith D. An analysis of the attitudes toward faculty collective bargaining of academic women and men. Ph.D. Dissertation, Cornell University, 1978.

Sturtz, Alan J. Decision-making authority of state co-ordinating boards for community colleges and local community college governing boards in certain administrative policy areas. Ed.D. Dissertation, Pennsylvania State University, 1976.

Sumner, Patsy R. A study to determine the percentage of annual working hours spent by selected two-year college administrators in collective bargaining related activities. Ed.D. Dissertation, George Washington University, 1975.

Suntrup, Edward L. Unionism in higher education: a study in the sociology of law and organizations. Ph.D. Dissertation, University of Minnesota, 1975.

Tate, Ellienne T. A model for determining faculty workload in schools of nursing. Ed.D. Dissertation, Louisiana State University, 1978.

Thomson, A.W.J. An introduction to collective bargaining in higher education (Key Issue Series - No. 16). Ithaca, N.Y.: Cornell University, 1974.

Tice, Terrence N., ed. Campus employment relations. (Law on Campus Series). Ann Arbor, Michigan: The Institute of Continuing Legal Education, c1976.

Tice, Terrence N. Campus employment relations: readings and resources. Ann Arbor, Michigan: The Institute of Continuing Legal Education, c1975.

Tice, Terrence N., ed. Faculty bargaining in the seventies. (Law on Campus Series). Ann Arbor, Michigan: The Institute of Continuing Legal Education, c1973.

Tice, Terrence N. Resources on campus governance and employment relations, 1967-1977; Supplement 1977-1979. Washington: Academic Collective Bargaining Information Service, 1978.

Tracz, George S. Impact of collective bargaining on college and university management systems. Toronto, Ontario: Institute for Studies in Education, Nov. 1977.

Tupa, Girard E. Collective bargaining and organizational change: case studies of two private institutions of higher education. Ph.D. Dissertation, George Peabody College for Teachers, 1973.

Turner, Rex A. A study of the present status of faculty tenure as perceived by boards, administrators, and faculty, of public universities in Alabama with projections and implications for the future. Ed.D. Dissertation, University of Alabama, 1977.

University of Hawaii. Industrial Relations Center. Higher education contract clause finder: v.1-1972; v.2-1974; v.3-2 yr. 1974; v.4- 4 & 2 yr-1975; v. 5- 4 & 2 yr-1977; Special issue - 1980.

University of Hawaii. Industrial Relations Center:

Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining; the public employer and the duty to bargain. July 1974.

Pendleton, Edwin C. and Joyce M. Najita. Unionization of Hawaii faculty: a study in frustration. December 1974.

Najita, Joyce M. and V. L. Triplett. Guide to statutory provisions in public sector collective bargaining; employee organization and representation rights. Aug. 1975.

Ogawa, Dennis T. and Joyce M. Najita Guide to statutory provisions in public sector collective bargaining; status of managerial, confidential and supervisory employees. Sept. 1975.

Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining; grievance adjustment procedures. Oct. 1975.

Robins, Eva. A guide for labor mediators. Jan. 1976.

Najita, Joyce M. and Sonia Faust. When a university faculty rejects a contract. Industrial Relations Center, University of Hawaii, June 1976.

Najita, Joyce M. and John B. Ferguson. Hawaii faculty views on unionization: a changing pattern. Industrial Relations Center, University of Hawaii, July 1976.

Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining; unit determination. 3rd issue. April 1977.

Tanimoto, Helene S. Guide to statutory provisions in public sector collective bargaining; impasse resolution procedures. 2d issue. April 1977.

Seidman, Joel. A guide to discipline in the public sector. May 1977

Najita, Joyce M. Guide to statutory provisions in public sector collective bargaining; scope of negotiations. 2nd issue. July 1978.

Tanimoto, Helene S. and Joyce M. Najita. Guide to statutory provisions in public sector collective bargaining; strike rights and prohibitions. Oct. 1974, 2d ed. Nov. 1978.

Usiewicz, Ronald A. An analysis of selected factors which influence attitudes of administrators in Ohio's and Pennsylvania's publicly-supported higher education institutions relative to collective bargaining. Ph.D. Dissertation, Kent State University, 1976.

Vachon, Reginald I. Faculty unionization and collective bargaining: a white paper. (American Society for Engineering Education) Washington: ASEE, 1975.

Vermilye, Dyckman W., ed. The expanded campus. San Francisco: Jossey-Bass, 1972.

Vladeck, Judith P. and Stephen C. Vladeck, eds. Collective bargaining in higher education - the developing law. New York: Practicing Law Institute, 1975.

Volpe, Ronald P. Collective bargaining and administrative practices at Pennsylvania community colleges: a faculty view of unionized and non-unionized campuses. Ph.D. Dissertation, University of Pittsburgh, 1975.

Walden, Theodore. The tenure controversy: an attitudinal study. Ed.D. Dissertation, Rutgers University, 1978.

Washington State Legislature. Collective bargaining: professional negotiations. Olympia: Joint Comm. on Higher Education, Jan. 1973.

Washington State Legislature. Community college faculty collective bargaining: report and recommendations. Olympia: Washington State Legislature, Jan. 1975.

Weatherford, John W. Collective bargaining and the academic librarian. Metuchen, N.J.: Scarecrow, 1976.

Webb, Edgar L. A study of the scope of Indiana contracts bargained in the first year after initial collective bargaining legislation. Ed.D Dissertation, Indiana University, 1975.

Weber, Arnold R. Academic negotiations -- alternatives to collective bargaining. (Report to National Conference on Higher Education, Chicago, 1967.)

Weisberger, June M. Examples of language and interpretation in public sector collective bargaining agreements. (IPE Monograph #3) Ithaca, N.Y.: Institute of Public Employment, Cornell University, 1974.

Weisberger, June M. Faculty grievance arbitration in higher education; living with collective bargaining. (IPE Monograph #5.) Ithaca, N.Y.: Institute of Public Employment, Cornell University, Jan. 1976.

Weisberger, June M. Grievance arbitration in higher education: recent experiences with arbitration of faculty status disputes. Monograph #6. Washington: ACBIS, 1978.

Weisberger, June M. Job security and public employees. (IPE Monograph #2.) Ithaca, N.Y.: Institute of Public Employment, Cornell University, 1973.

Wilde, Glenn R. Tenure and personnel policies: a study of legal decicions in public institutions of higher education in the United States, 1970-75. Ph.D. Dissertation, University of Utah, 1976.

Wilke, Arthur S. The hidden professoriate: credentialism, professionalism, and the tenure crisis. Westport, Conn.: Greenwood Press, 1979.

Wilkinson, Robert E. An investigation of factors which influence attitudes of faculty members in Florida's publicly-supported higher education institutions relative to collective action and third-party representation. Florida State University, 1974.

Williamson, Hugh P. The impact of service and support staff unionism on large college and university campuses. Ph.D. Dissertation, University of Missouri, Columbia, 1974.

Willis, Richard S. Higher education collective bargaining: an analysis of the attitudes of academicians. Ph.D. Dissertation, Catholic University of America, 1977.

Wisconsin Law Review. Collective negotiations in higher education: a symposium. Vol. 1971 (1): pp. 1-367.

Wollett, Donald H. Critical issues for the management of publicly funded institutions: the politicizing of decision-making (18th Annual Conference National Association of College and University Attorneys, Puerto Rico, June 1978.)

Wollett, Donald H. and Robert H. Chanin. The law and practice of teacher negotiations. Washington, D.C.: Bureau of National Affairs, 1974.

Wyatt, James F. A study of the attitudes of academic librarians, library directors, and academic deans in colleges and universities of eight southeastern states toward union organization and collective bargaining for academic librarians. Ph.D. Dissertation, Florida State University, 1973.

Young, D. Parker, ed. Higher education: the law and the 1980s in perspective. Athens, Ga.: University of Georgia, Institute of Higher Education, 1979.

Young, D. Parker, ed. The yearbook of higher education law, 1979. Topeka: National Organization on Legal Problems of Education, 1979.

GLOSSARY OF TERMS

GLOSSARY OF TERMS

Academic advisors - Teaching faculty members with counselling responsibilities.

Academic freedom - The concept that faculty should be free from institutional censorship or discipline and is entitled to intellectual freedom in research and publications. Implicit in the term are special obligations concerning the introduction of controversial matter which has no relation to the subject taught. Limitations of academic freedom because of religious or other aims of the institution should be stated in writing at the time of appointment.

Academic year - Generally refers to fall and spring semesters, or the period between September 1 through June 30.

Accountability - Demands placed on institutions of higher education and the individuals that provide educational services to be "accountable" to one or more groups in some aspect of their behavior such as validity of objectives, effectiveness of expenditures, day-to-day performance of their functions, or educational results of activities.

Across-the-board increase - Base salary of each member of the *bargaining unit* is increased by the same percentage or a fixed dollar amount.

Adjunct faculty - Faculty members hired on a part-time basis for a fixed period of time. Do not usually accrue time, leave or benefits.

Administration - Includes the president and principal officers of the institution, but excludes all individuals and positions specifically designated as part of the faculty *bargaining unit*.

Administrative law judge - Official who conducts hearings and makes recommendations to the *National Labor Relations Board* or other government agency.

Adversary model - Used to describe *governance* structures and define areas of authority for faculty and administration. See also *collegiality*.

Affirmative action - Compliance with federal guidelines for the purpose of advancing occupational and/or educational interests of specified minorities and women. Elements of affirmative action include employment practices, testing and validation, and promotion procedures. The purpose is to correct not only overtly discriminatory practices but also those that are fair in form but discriminatory in effect.

Agency shop - Provisions of a collective bargaining agreement that require all employees of the *bargaining unit* to pay fees to the union equivalent to membership dues. They are not required to become members as under a *union shop*. In the public sector, enabling legislation is required, as in New York State.

Agent - A union or association that has been named as the exclusive representative of faculty members for the purposes of bargaining over economic and other terms and conditions of employment.

Agreement, collective bargaining - A written agreement (*contract*) resulting from negotiation between employer or group of employers and employee organizations or group of organizations. Usually contains terms and conditions of employment (wages, fringe benefits, hours of work) and procedures to be used in settling disputes during terms of the contract.

Agreement enforcement - The method by which either faculty members and administration seek to resolve disputes over the administration of the collective bargaining agreement. Methods of enforcing agreement when disputes arise include the *grievance* machinery, appeals to court, administrative agencies, or by *strikes*. Also known as contract administration.

Amendment of certification, see *Clarification of unit*.

American Arbitration Association (AAA) - A private, non-profit organization established to promote *arbitration* as a method of settling labor disputes. Provides lists of qualified *arbitrators* on request as well as rules of procedure for conduct of arbitration.

American Association of University Professors (AAUP) - A national organization of faculty members originally founded for the protection of *academic freedom* and *tenure*. In 1971 it voted to pursue collective bargaining as a "major additional way" of achieving its goals.

American Federation of State, County and Municipal Employees (AFSCME) - The largest union representing "non-academic" campus workers; an AFL-CIO affiliate.

American Federation of Teachers (AFT) - An affiliate of the AFL-CIO which represents college professors, school teachers, paraprofessionals and non-instructional staff in the educational system.

Anti-Injunction Law (Norris-LaGuardia Act) - A federal law passed in 1932 which restricted the rights of U.S, Courts to issue *injunctions* aimed at restraining activities of labor unions. The Taft-Hartley Act of 1947 restored some injunctive power to the courts.

Antitrust laws - Federal and state statutes to protect trade and commerce from unlawful restraints and monopolies. Used for many years to restrict union activities such as *strikes* and boycotts. Recently their use in labor cases has been limited by statute and judicial interpretation.

Arbitrability - The extent to which management is obligated by contract to take a particular grievance or dispute to *arbitration*. The issue is usually determined by an arbitrator or by a court.

Arbitration - The process of referring disputes between employers and employees (or between two rival unions) to the decision of impartial adjudicators. It is used to resolve impasses in negotiations or as the final step in a grievance procedure. While an arbitrator's decision is legally binding, arbitration differs from judicial process in that the disputants have voluntarily agreed to refer the matter to arbitration and have themselves selected the arbitrator, and hearings are usually much less formal than court proceedings.

Arbitration, Ad Hoc - Temporary, single-case arbitration. This is distinguished from "permanent" *arbitration* systems in which "permanent" *arbitrators* are named to serve for the life of the agreement or a stipulated term, hearing all disputes that arise during this term.

Arbitration, Compulsory - Mandated by statute. If *mediation* and *fact-finding* fail, the submission of dispute to *arbitrator* or board of arbitration is involuntary, does not require approval by parties and the findings and recommendations are binding on both parties.

Arbitration, Expedited - Also known as accelerated arbitration, it is a process in which, in appropriate cases, grievance steps may be by-passed in order to arrive at a quick decision at a reduced cost.

Arbitration, Grievance - Arbitration of disputes that arise over the interpretation of an existing collective bargaining agreement; sometimes referred to as rights arbitration. The grievance arbitrator interprets and applies the contract by assessing the meaning of the contract and the intent of the parties.

Arbitration, Interest - Arbitration of disputes that arise during course of contract negotiations. The arbitrator makes the decision on what is to be contained in the contract. This is usually used after *mediation* and/or *fact-finding* have failed to resolve the *impasse*.

Arbitrator - An impartial third party to whom disputing parties submit their differences for a decision *(award)*.

Authorization card - Statement signed by a faculty member designating faculty organization to act as his representative in collective bargaining. This signature does not necessarily mean that he is a member of the organization.

Automatic wage adjustment - A plan whereby wage rates are raised or lowered according to an established formula in response to other specified changes such as cost-of-living, business profits or prices.

Award - In labor-management *arbitration*, a final binding decision of the *arbitrator*.

Back pay - Compensatory wages due to an employee because of employer violation of *minimum wage* laws, or *layoff* or discharge in violation of labor legislation or collective agreement. To be distinguished from retroactive pay.

Back-to-work movement - An agreement by striking faculty members to return to their jobs before union has declared an end to the *strike*.

Bargainability, see *Scope of bargaining*.

Bargaining agent, see *Agent*.

Bargaining representative - Any organization, agency or person authorized by an employer, employee, group of employees, or employee association to act on their behalf and represent them.

Bargaining rights - Generally refers to workers' *right to bargain* collectively with employers as established by law and judicial interpretations.

Bargaining unit - A group of employees who voluntarily unite or by decision of a government agency such as the *National Labor Relations Board* are deemed to be an "appropriate" unit for bargaining collectively with their employer. See also *Community of interest*.

Bench award - A written or oral award issued at time of arbitration hearing; generally associated with expedited arbitration process or discharge and discipline grievance.

Bilateral action - Joint action of the parties as distinguished from unilateral action where the employer makes decisions without discussion or agreement with the *bargaining unit*.

Binding arbitration, see *Arbitration.*

Bi-partite board - A joint board consisting of equal number from labor and management, set up as a step in the *grievance* machinery just prior to *arbitration.* A majority vote is needed to dispose of a grievance, however, if the board is deadlocked a neutral member may break tie vote.

Blue-sky bargaining - Unrealistic and unreasonable demands in negotiations made either by labor or management or both, usually at the beginning of negotiations.

Board of inquiry - Board set up by public agency to investigate and make recommendations concerning a labor dispute. See also *Fact-finding.*

Boards of mediation - Various state mediation agencies that perform services to assist in the resolution of *impasses.*

Breach of contract - Alleged violations of the collective bargaining agreement which may be subject to an established grievance machinery or remedied by suing through the courts.

Bumping - During *layoffs,* the displacing of junior employees by workers of longer service; sometimes referred to as "back-tracking".

Bureau of National Affairs (BNA) - An information service that covers federal and state developments in labor relations with special materials in the fields of collective bargaining, arbitration, wage and hour regulations, affirmative action.

Business agent - A union official, usually paid, who handles grievances, helps enforce agreements, and performs other administrative tasks for the union.

Calendar year employee - Employee having a 12-month professional obligation.

Card-carrying members - Union members in good standing who have evidence of their membership.

Card check - The checking of union *authorization cards,* signed by employees, against employer's payroll to determine whether a union represents a majority of the employees.

Cease and desist order - Command issued by a labor relations board requiring employer or union to abstain from *unfair labor practice,* or abide by guidelines in the enabling legislation.

Certification - Formal designation by a government agency that a particular union is the exclusive representative of faculty members for purposes of bargaining collectively with administration.

Chairperson - see *Department chairperson.*

Challenged ballot - A vote questioned by one of the parties to a representation election. Challenged ballots are counted only if their number is sufficient to affect the outcome of the election.

Clarification of unit - A procedure whereby an administrative agency or the employer and union redefine a *bargaining unit.*

Classification plan - A method of describing and evaluating a job so that a fair rate of pay assigned to it has some relationship to the status of the job and the proficiency required to perform it.

Closed shop - Requires that employees join union as a condition of employment and remain a member after being hired. Declared illegal by the 1947 *Labor-Management Relations Act.*

Closed union - A union which purposely makes membership in that union difficult by setting high initiation fees, limiting admission to persons completing specified apprenticeship training, setting social and ethnic barriers or using other methods to protect the employment opportunities of present union members.

Collective bargaining (collective negotiations) - A method of bilateral decision-making in which representatives of the faculty and administration determine the conditions of employment of all members of the *bargaining unit* through direct *negotiation.* The bargaining normally results in a written *contract* which is mutually binding and sets forth wages, *grievance procedures,* and other terms and conditions of employment to be observed for a stipulated period. Collective bargaining is to be distinguished from individual bargaining which applies to negotiations between an individual employee and the employer.

Collective bargaining agreement (CBA) - see *Contract.*

Collegiality - The concept of shared authority in decision-making characterized by joint faculty-administration committees or deliberative bodies. Management and employees exercise joint responsibility. The term is traditionally applied to campus *governance.* See also *Adversary model.*

Committees, Standing - Permanent faculty committees in *governance* structure charged by governing body with a definitive set of responsibilities e.g., curriculum committee, personnel policies committee.

Community colleges - Public or private 2-year colleges that offer academic, general, occupational, technical, remedial and continuing adult education programs.

Community of interest - A factor to be considered in determining whether employees should be grouped together in an appropriate bargaining unit. Community of interest guidelines include similar working conditions, similar job responsibilities, desires of the employees, common centralized supervision or work site, common skills or educational requirements.

Company union - Organizations of employees of a single employer usually with implication of employer domination. *National Labor Relations Act* and nearly all public sector collective bargaining statutes declare such employer domination as an *unfair labor practice.*

Comparability - Criteria often used in contract negotiations to achieve "economic marketplace" benefits for employees performing similar tasks. Is often a statutory criteria for fact-finding and interest arbitration.

Conciliation - Attempts by neutral party to reconcile opposing viewpoints in a labor dispute in order to help the negotiating parties come to a voluntary settlement. In current usage the terms conciliation and *mediation* are used interchangeably, although traditionally a "conciliator" plays a less active role than a "mediator" in a labor dispute.

Conscientious objector - One who elects not to pay agency fees for religious or moral reasons; alternative payments are usually set.

Consent election - A method of holding elections and determining the wishes of employees in an appropriate *bargaining unit* without a formal hearing.

Contact hours - Class or laboratory period in which faculty member is assigned classroom or laboratory responsibilities.

Continuous negotiating committees (interim committees) - Established by employer and employee organization in a collective bargaining relationship to keep an agreement under constant review to discuss possible changes in advance of its *expiration date.*

Contract - Formal agreement over wages, hours and terms and conditions of employment between administration or group of employers and one or more unions representing employees.

Contract-bar clause - Rules applied by the *NLRB* to determine when an existing contract between an employer and a union will bar a representation election sought by rival group.

Contract hours - Class or laboratory periods which carry academic credit and to which faculty member is assigned.

Contributory welfare plan - A retirement, pension or other benefit plan whose cost is shared, not necessarily equally, by both the employer and the employees.

Cost-of-living (COLA) increase - A method of determining salary increases by tying them directly to increases in the cost-of-living as determined by the Consumer Price Index (CPI) compiled monthly by the U. S. Bureau of Labor Statistics. See also *Escalator Clause*.

Decertification - Withdrawal of exclusive recognition from a *bargaining agent* following vote by faculty that they no longer want the union as their representative.

Deferred wage increase - Negotiated changes which do not become effective until some specified date in the future.

De minimis rule - Arbitration concept that alleged grievance is so inconsequential that arbitrator denies grievance for lack of damages.

Department - Refers to academic, administrative, and other budgetary units of the university. An academic department is defined as one which provides instruction for academic credit.

Department chairperson - Faculty members responsible for certain administrative and supervisory tasks. The position has been included in some faculty bargaining units and excluded in others, and their role is a critical area in academic unionization. The *National Labor Relations Board* has developed guidelines for deciding whether they are first-level administrators or faculty members who should be in the bargaining unit.

Department seniority - see *Seniority*.

Disaffiliation - The procedure whereby a local union separates from the national or international union of which it is a member; or a national or international union withdraws from a federation to which it belongs.

Discharge - Involuntary dismissal of an employee for cause. A discharged employee, unlike one laid off, loses his seniority rights to re-employment.

Discrimination - Refusal to hire, promote, or admit to union membership because of race, creed, color, sex, age or national origin; also a means of encouraging or discouraging membership in a labor organization.

Dismissal - see *Non-reappointment*.

Dismissal wage - A payment by the employer to an employee who is permanently and involuntarily laid off.

Dispute settlement - Techniques used to resolve labor-management disputes in order to avoid *strikes* or other forms of economic warfare. There are many methods used for settlement of these differences, such as *mediation, conciliation, fact-finding,* emergency boards, *arbitration,* or litigation.

Due process - Substantive due process seeks to guarantee that convincing reasons exist for whatever decision is reached in matters of personnel actions; procedural due process refers to method for carrying out this decision process.

Dues check-off - Deduction of union dues by the employer from employee's wages. Employees individually authorize such deduction.

EEOC - The Equal Employment Opportunity Commission, established by Title VII of the Civil Rights Act of 1964, prohibits employers or labor unions with 25 or more employees from discriminating against an individual because of race, color, religion, sex or national origin.

Earnings - As opposed to salary, total remuneration for services rendered or time worked including overtime, bonuses and commissions, and other premium pay. See also *Escalator Clause*.

Election of forum - Limits placed on number of vehicles allowed for grievant to pursue claim. Usually forces that a choice be made between grievance procedure, administrative agencies, or courts.

Eligibility list - A list usually used by civil service agencies to determine, after written or oral examination, those persons who are eligible to be hired for certain jobs. Another form of eligibility list is used in representation elections conducted under federal and state labor relations laws which names those employees eligible to vote.

Emeritus faculty - Award granted to retired faculty for recognition of distinguished service. May be used for continued employment after retirement.

Employee election - Balloting by employees for the purpose of choosing a *bargaining agent* or unseating one previously recognized.

Employee Retirement Income Security Act, 1974 (ERISA) - Prescribes federal reporting and disclosure requirements for pensions and employee benefit plans. Provides protection for certain private pension plans.

Employment contract - see *Contract*.

Enabling legislation - With regard to collective bargaining, laws which allow public employees to organize into associations and bargain as a single entity.

End run bargaining (Double deck bargaining) - Negotiating process which takes place away from bargaining table and generally does not include the negotiating team. Creates difficulties for parties at table as it generally introduces new elements into the process.

Equal pay for equal work - A wage plan or legal provision for the same compensation to all employees within an establishment or other bargaining unit, who are performing the same kind and amount of work, regardless of race, sex, or other characteristics of the individual workers.

Equalization - A method under which the parties agree to distribute monies from an "equalization" fund to raise the base salaries of those faculty members who fall below an established norm. A portion of the economic package is appropriated for this purpose.

Equivalencies - Criteria usually set by statute establishing relationships between earned degrees; i.e., Bachelor of Legal Letters equal to Doctorate. Used for promotion and pay purposes.

Escalator clause - A clause in the contract requiring that wage/salary scale be adjusted periodically to changes in the *cost-of-living*.

Escape period - A period, normally 15 days, enabling employees to resign from a union so as not to be bound to continue membership under membership-maintenance agreements.

Evaluation procedures - Designed for both the improvement of performance and as a basis for making personnel decisions. Procedural and substantive aspects may be negotiated as part of the collective bargaining agreement or may be included as part of personnel policies. Process generally implies a commitment to ongoing corrective procedures.

Exclusive representation - When a majority of employees in a bargaining unit have selected a bargaining agent, it becomes the exclusive representative of all members of the bargaining unit on matters within the *scope of negotiation*.

Executive Orders - Criteria setting forth guidelines for federal sector labor relations.
Executive Order 10988: Allowed federal employees to join unions, provided for exclusive recognition of bargaining agents and right of union to be consulted on terms and conditions of employment, and set forth scope of bargaining in federal sector.
Executive Order 11491: Created a Federal Labor Relations Council, mandated union reporting and disclosure requirements, established federal impasse machinery.

Exempt employees - Employees who are not subject to the provisions of the Fair Labor Standards Act.

Expiration date - Formal termination date established in a collective bargaining agreement, or the earliest date at which the contract may be terminated.

Fact-finding - A means of resolving *impasses* in bargaining in which an independent third party, usually appointed by a labor relations agency or by the parties themselves, holds a hearing and makes non-binding recommendations for resolving disputes.

Faculty - Those employed by a college or university in a professional capacity; may also refer to administrative and non-teaching professional personnel.

Faculty rights and responsibilities, see *Academic Freedom*.

Fair employment practice - Conducting employment in compliance with prohibition against discrimination because of race, color, religion, sex, or national origin.

Fair Labor Standards Act (FLSA) - Federal Wage and Hour Act, sets forth regulations on overtime, minimum wage rates and all other aspects of wages and hours in those industries and categories covered by the Act.

Fair representation - Collective bargaining agent must be willing to give each unit member "fair representation" with employer, even if employee is not a member of the union.

Fair share - A fee paid to the union by members of a *bargaining unit* who have not joined the bargaining agent. The fee covers the services of the union in securing bargained for benefits.

Featherbedding - Practices, usually by unions, such as demanding payment for work not performed, refusing to allow adoption of labor-saving equipment, and creating non-essential jobs.

Federal Mediation and Conciliation Service (FMCS) - Federal agency charged with impasse resolution in the private sector. Assigns staff mediators in impasse situations and maintains a roster of arbitrators.

Final offer arbitration - Forces arbitrator to choose between employer's and union's positions on each issue or as a package, in dispute under interest arbitration. Also called LOBO or last offer, best offer.

Financial exigency - A fiscal situation in which the employer feels it is necessary to curtail programs and/or lay off employees. This includes circumstances in which a university declares that its financial difficulties warrant abrogation of job-security provisions, including *tenure*. See also *retrenchment*.

Free rider - A union term for a worker who does not belong to a union but nevertheless receives the benefits derived from a union-negotiated contract or other union activity.

Fringe benefits - Benefits such as insurance, medical benefits and pensions that are given to an employee under his employment or union contract in addition to direct wages.

Full time equivalent (FTE) - Formula determining number of part-time students and courses taken that equal one full time student. Used for state-aid ratios and in class size and load provisions.

Functus officio - An arbitrator's authority and jurisdiction are terminated by the completion and delivery of an award and he cannot then issue any clarification or interpretation except at the request of both parties.

Goldfish bowl bargaining - A controversial procedure in which collective negotiation sessions are open to the press and the public. Also called "Sunshine bargaining".

Good-faith bargaining - Employees and management agree to bargain according to governing rules and regulations and work toward reaching a settlement through negotiation.

Governance - The act of collegial decision-making, peer group evaluation or administrative deliberations made in the context of running a university. See *collegiality*.

Grievance - An alleged violation, misinterpretation or misapplication of the collective bargaining agreement.

Grievance arbitration, see *Arbitration, Grievance*.

Grievance committee - Committee designated by a union to meet periodically with administration to discuss grievances that have accumulated.

Grievance machinery - Methods, usually described in the collective bargaining agreement, to resolve problems which arise in the application and interpretation of the contract.

Grievance procedure - A method of dealing with alleged contractual violations made by an individual or by union or management. The procedure generally provides for discussions of the grievance at progressively higher levels of management authority, with arbitration typically being the last step.

Guaranteed wage rate - The base rate or other established minimum which is guaranteed under most incentive wage systems regardless of actual output.

Illegal strike - A work stoppage forbidden by law because specified legal procedures have not been followed prior to the stoppage or because of an injunction forbidding the stoppage. Can also refer to a stoppage which has not been authorized by proper union officials or voted on in accordance with union rules by union members.

Immunity clause - A contract clause designed to protect a union from suits for contract violation growing out of unauthorized strikes.

Impartial chairman - An outside person employed jointly by union and employer to assist in negotiating and administering the collective agreements. After contract is negotiated, it is his function to see that both parties observe terms of the contract and to make final decisions as to interpretation or application.

Impasse - That point in negotiations at which either party determines that no further progress in reaching an agreement can be made.

Improper practice - Conduct prohibited by statute or administrative regulation. The term is also used in public employment relations for unfair labor practice.

Income protection plan - Insurance provision, usually long term, providing for coverage in the event of a disability that results in a loss of income.

Increment - One of a series of wage levels in a range between the maximum and minimum salary specified for a particular job classification. See also *Across-the-board increase, Merit increase, Step increase* grid.

Individual employee grievances - The right of an individual employee, under the terms and conditions of the collective bargaining agreement, to process his grievance outside the normal grievance machinery. The settlement which the individual employee receives may not violate the terms of the bargaining agreement and the union usually must be notified and given the opportunity to have its representative present at the time the final settlement is reached.

Initiation fee - Fee required by unions for membership.

Injunction - A mandatory court order to perform or cease a specified activity usually on the ground that the complainant will suffer irreparable injury from unlawful actions of the other party.

Instant tenure, see *Tenure, Instant.*

Interim agreement - A memorandum of agreement designed to avoid a strike or other job action and/or to maintain conditions of employment until the final contract is signed.

Job action - Concerted action taken by bargaining unit (or significant portions of unit) as a means of generating pressure on administration. Usually at a point of *impasse* in contract talks. Job action can range from boycotting non-instructional or extracurricular duties to a full-scale strike. Right to bargain job action varies for public and private institutions, and from state to state.

Joint council - A body consisting of representatives of union and employer associations which exists to settle disputes arising out of a contract. Also called labor management committees.

Judicial review - Proceedings before courts for enforcement or setting aside of orders of labor relations boards.

Jurisdictional dispute - Disagreement among unions as to who should represent a group of workers, or disagreement about the right of employees to perform certain types of work. If conflict develops into a work stoppage, it is called a jurisdictional strike, which is usually illegal.

Just cause - Requirement that college administrations have sufficient reasons before imposing discipline on a faculty member. Implies due process requirements and places burden of proof on employer.

Labor-Management Relations Act (Taft-Hartley Act) - A federal statute passed in 1947 amending the *Wagner Act* of 1935. Important provisions include: (1) *closed shop* is outlawed (2) government authorized to seek injunction preventing work stoppage for 80 days in strike that imperils nation's health and welfare (3) unions prohibited from using union funds in connection with national elections (4) unions must file financial statements with Dept. of Labor (5) states are authorized to pass *right-to-work* laws.

Labor-Management Reporting and Disclosure Act (Landrum-Griffin Act) - A federal statute, passed in 1959, designed to rid unions of corruption and ensure internal union democracy. Contains a "bill of rights" for union members, regulations concerning trusteeships, conditions to be observed in elections of union officers, and definition of fiduciary obligations of union officers.

Labor relations - A general term used in connection with any or all matters of mutual concern to employers and employees. Sometimes given a more limited meaning to indicate the kind of recognition in effect between an employer and union.

Labor relations board - State or federal agencies which primarily handle labor relations, including *unfair labor practices*, and representation elections.

Landrum-Griffin Act, see *Labor-Management Reporting and Disclosure Act*.

Last offer, best offer arbitration (LOBO) - A method of interest arbitration in which each party submits a "last best offer" to the arbitrator, who chooses one of these offers as his final decision. He is not allowed to make a compromise between the two offers. The intent of this method is to increase the risk to the parties if they do not settle by themselves and to encourage negotiated agreements. Also called *final offer arbitration*.

Layoff - Eliminating faculty members because of institutional *financial exigency*, reallocation of resources, reorganization, or curtailment of programs. Laid-off employees usually retain seniority rights.

Leave of absence - Authorized time off from a job without pay but with the right to reinstatement without loss of seniority.

Legally required benefits - Employee-benefit programs to which employers must contribute, or insurance that they must purchase according to law, e.g., social security.

Local union - The local chapter or affiliate of a national or international labor organization.

Lockout - Closing down a business or university as a form of economic pressure upon employees to enforce acceptance of employer's terms. "No lockout" guarantee commits administration not to close the doors to unit members as a weapon in mid-contract labor disputes.

Long-term contract - Generally, a multi-year collective bargaining agreement with a duration of two or more years, as distinguished from a one-year agreement.

Maintenance of benefits - Unless modified in the negotiations process, all benefits remain unchanged in the successor agreement.

Maintenance of membership - Union security agreement requiring that employees who are members of a union on specified date, or thereafter become members, remain members for the duration of the contract as a condition of employment.

Make whole - The recourse available to individual who has been discriminated against by an employer through an illegal act, e.g., reinstatement to job with full back pay and benefits.

Management prerogatives - Rights that employers feel are exclusively their own and hence not subject to collective bargaining and negotiations. Often include the right to determine the services necessary to maintain efficiency and order, and to hire and direct the work force.

Management-rights clause - A contract clause that expressly reserves for management certain rights and usually specifies that the exercise of those rights shall not be subject to the grievance procedure or arbitration. This subject is troublesome in faculty bargaining because the meaning of "management rights" without further elaboration is often ambiguous. Added protection for management rights is sought through the use of a *zipper clause*. See also *Reserved rights*.

Managerial-supervisory personnel, see *Supervisor*.

Mandatory subjects of bargaining - Primarily economic subjects that must be negotiated if either party desires. See also *permissive subjects of bargaining* and *scope of bargaining*.

Master contract - A single collective bargaining contract that sets forth salary, working conditions, etc., for all employees in the bargaining unit.

MED-ARB - An impasse procedure which operates as a combination of mediation and arbitration. In this process the neutral acts as a mediator on as many issues as possible but has the authority to act as an arbitrator on issues left unsettled. Whatever is settled by mediation becomes part of the arbitrator's decision and is written up as a decision.

Mediation - A method of resolving an *impasse* in negotiations in which a third party, acceptable to both sides, assists employer and union in coming to an agreement. Unlike arbitrators, mediators have no power to bind the parties but can only make suggestions.

Meet and confer - A right granted by some state public employment laws, limiting the duty to bargain. Employees may confer as a group with management to discuss compensation, working conditions, etc., but the public employer is not required to agree to a contract. See also *enabling legislation*.

Merit increases - Salary increases that are based primarily upon considerations of individual performance.

Minimum wage - Lowest wage rate allowed by either federal or state law.

Minority union - A union which does not have exclusive bargaining rights because it has not been able to win the support of majority of the employees in a particular unit. Maintains its group identity and may in fact be recognized by the employer as the representative of a minority of workers.

Model agreement - A collective bargaining agreement sometimes recommended by an employee organization to its locals to serve as a standard agreement for a certain geographic area or industry.

Modified union shop - An agreement between an employer and a union requiring all present members to retain their membership and all new employees to become members, but does not require employees who were not members at the time the agreement was signed to join the union.

Most favored nations clause - Reopener clause in collective bargaining agreement that mandates negotiations if another unit obtains benefit denied to first. Parity type arrangement.

Multi-unit bargaining - Collective bargaining between a union which represents many bargaining units and an employer or group of employers.

National Education Association (NEA) - The largest union of faculty and public school teachers. It considers itself a professional association as well as a collective bargaining agent.

National Labor Relations Act (Wagner Act) - Federal law passed in 1935 which guaranteed workers the right to organize and join unions and to bargain collectively.

National Labor Relations Board (NLRB) - Created by the National Labor Relations Act to oversee labor relations.

National union - A union having broad regional coverage with numerous affiliated locals.

Negotiating committee - Committee of a union or an employer selected to negotiate a collective bargaining contract.

Negotiating ranges - The minimum and maximum range set by each of the parties, within which they are willing to reach a settlement on any one particular issue and beyond which it is more desirable to strike.

Negotiation - The process by which representatives of labor and management bargain to set conditions of wages, hours, benefits, working conditions and the machinery for handling grievances.

Neutrals - General term covering mediators, *fact-finders*, arbitrators, and other individuals who might assist the parties in their bargaining or contract administration efforts.

No-agent vote - An option available in collective bargaining elections that indicates a desire not to be represented by a bargaining *agent*.

No-raiding agreement - *Jurisdictional agreements* between national or international unions in which they agree not to pressure or entice workers to leave a union which has an established bargaining relationship with the employees in order to join another.

No-strike clause (and no-lockout clause) - Provision in a collective bargaining agreement in which employee organization agrees not to *strike* and employer agrees not to *lock-out* employees for the duration of the contract. See also *Strikes*.

Non-binding arbitration - Advisory arbitration in which neither employees nor management are obliged to abide by the decisions of a third party called in to mediate a labor dispute. See also *Arbitration, Fact-finding, Mediation.*

Non-reappointment - A decision not to renew the contract of an untenured or probationary faculty member. Non-reappointment usually involves a denial of tenure and takes effect at the end of the teacher's contract; differs from dismissal, which is immediate.

Non-teaching professional - Faculty who do not teach but who hold professional positions in a college or university. Examples include librarians and admissions counselors.

Normal attrition - Refers to any reduction in departmental personnel due to resignation, retirement, transfer or death.

Norris-LaGuardia Act, see *Anti-Injunction Law*.

Occupational Safety and Health Act (OSHA) - Federal legislation prescribing standards and enforcement procedures pertaining to health and safety.

Open-end agreement - A collective bargaining agreement which has no fixed termination date and is in effect indefinitely, subject to a specified number of days' notice by either party that it considers the agreement at an end.

Open shop - Opposite of closed or union shop; employees are not required to join or pay fees to a union.

Overload - Teaching or administrative responsibilities in addition to regular assigned load. Overload classes often assigned by seniority bid system. See also *Workload*.

P & B Committees - Personnel and Budget Committees operate on departmental, school and college levels and are responsible for such areas as appointment, reappointment, tenure, promotion and budget.

Package increase - A combination of benefits including wage increases.

Partial strike - A work stoppage by key employees in an operation in order to put economic pressure on the employer. See also *Strike*.

Past practice clause - A clause in a contract stating that previous practices of the employer will continue except as modified by the contract. In higher education, such a clause is commonly used to continue faculty participation in campus governance. Such a clause is the opposite of a *zipper clause*.

Permanent arbitrator - An *arbitrator* who is appointed under the terms of a collective bargaining agreement for a specified time period to hear all grievance arbitrations during that time.

Permissive subjects of bargaining - Subjects that are not *mandatory*, but on which the parties may bargain if both sides wish to do so, for example, issues of *governance*. It is illegal to insist on such bargaining if the other side refuses.

Picketing - Public demonstrations of the existence of a labor dispute with the employer.

Portable pensions - Pension plans which increase the mobility of employees by allowing them to transfer earned pension credits from one employer to another.

Preferential hiring - Agreed-upon arrangement whereby the employer gives preference in hiring to union members, to applicants with previous training and experience, or by order of the NLRB to employees found to be discriminatorily discharged.

Preferential shop - An agreement between an employer and union whereby union members are afforded preference over non-members in some aspect of employment.

Probationary faculty - Faculty members who are awaiting *tenure*.

Professional employee - As defined by the National Labor Relations Act: Any employee whose work is predominantly intellectual and varied in character, involves the consistent exercise of discretion and judgment, and requires knowledge of an advanced nature in the field of physical, biological, or social science, or in the field of learning. (The work is usually of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time.) Employees qualifying as "professional" under Sec. 2 (12) of the Taft-Hartley Act may not be included in a unit containing non-professional employees unless the professional employees so elect.

Professional leave - Leave, with or without pay, granted for reasons related to professional development. Includes study, research, travel, political office.

Professional sanctions - Techniques to bring pressure upon an employer; developed by faculty associations as alternatives to strike sanctions. They include the following: publicity directed at unsatisfactory working conditions; recommendations that members of the profession refuse to accept employment with the employer; censure, suspension, or expulsion of members who take jobs with the employer; organized campaigns to arouse public opinion and political action to force change.

Progression wages - Graduated incremental wages within specific limits for each job, based on length of service or merit ratings in contrast to increased wages resulting from promotions to higher jobs.

Public Employment Relations Board (PERB) - State agency having jurisdiction over public sector labor relations. Also called Public Employment Relations Commissions (PERC), ERB, SLRB, ERC.

Raiding - An organization's attempt to enroll members of another organization or employees already covered by an agreement negotiated by another organization, with the intent to usurp the latter's bargaining relationship.

Rank and file - Members of a union other than the officers.

Rank differential - Structural distinctions made between academic ranks, usually for purpose of salary, seniority and promotion.

Ratification - Formal approval of a newly negotiated agreement by vote of the organization members affected. Federal Act imposes no obligations regarding manner of ratification, however, in higher education ratification procedure is normally specified in bargaining agent's constitution and by-laws.

Recognition - The acceptance by an employer of an employee organization as the majority representative of employees in an appropriate unit. Recognition is a major step in the establishment of a collective bargaining relationship and usually follows an election in which the majority of employees have selected an organization to represent them. Under certain conditions, employers may also voluntarily recognize an organization without an election or official certification.

Refusal to bargain - Findings made by the administrative agency indicating that either the employer or the union has failed to bargain "in good faith" according to the requirements of the statute.

Reinstatement - Return to employment of persons unlawfully discharged. Reinstatement and the award of back pay lost during the period of discharge are often joined together to compensate employee completely.

Released time - Time granted from classroom activity to allow faculty team time to devote to preparation for bargaining, attendance at bargaining sessions, and other matters directly or indirectly related to bargaining. Amount of released time depends on *teaching load*, number of faculty negotiators, contract negotiation vs. contract administration, and whether released time is financed by the institutions.

Renewable contracts - A tenure alternative whereby faculty member is given an employment contract for a specified number of years, usually 3-5 year contracts that may be renewed.

Renewal clause - The section of a collective bargaining agreement which provides for the automatic extension of the agreement, usually on a year-to-year basis.

Re-opening clause - A provision in a collective bargaining agreement stating the time or the circumstances under which negotiations can be requested prior to the expiration of the contract. Re-openings are usually restricted to specific wage issues and not used for the contract as a whole.

Reserved rights (Residual rights) - Management rights theory which states that those areas not bargained for are reserved for management. See also *Management rights*.

Retirement, Mandatory - Statutory or contractual requirement placing an age limit beyond which full time employment may not continue.

Retrenchment - The layoff of academic personnel or the curtailment of academic programs due to the loss of enrollment or *financial exigency*.

Retroactive pay - When normal annual faculty salary increases may have been deferred, between bargaining and ratification of contract for instance, recovery of lost money is referred to as retroactive pay.

Right-to-bargain - The collective bargaining rights of a labor organization as provided for by federal and state law. It obtains these rights when it has been recognized and certified as the collective bargaining agent for employees in the *bargaining unit*. The right to bargain is retained as long as it is supported by a majority of the unit.

Right-to-organize - The right to be free from interference or retaliation of any kind by the employer; one of the basic rights given to employees under collective bargaining legislation.

Right-to-work laws - State laws which make it illegal for a collective agreement to contain union shop, maintenance of membership, preferential hiring, or any other clauses calling for compulsory union membership. State legislatures were authorized to pass such laws by the Taft-Hartley Act of 1947.

Ripple effect - The impact of a negotiated wage increase or other economic benefit upon the expectations of other employees who are not covered by that collective bargaining agreement but who work under the same employer.

Run-off election - Second election directed by a labor board when the first election failed to produce a majority vote for any one choice presented.

Sabbatical leave - Paid leave of absence which may be granted to a faculty member after a period of service, usually seven years.

Salary schedule - Structural delineation of salaries, increments, degree differentials, longevity and economic compensation criteria.

Savings clause - Generally a provision included in collective bargaining agreement which stipulates that should any part or provision of the agreement be declared illegal, the remainder of the agreement will remain valid. Also called separability clause.

Scope of bargaining - A term used to describe the subjects that are deemed to be bargainable, usually summarized in relevant legislation as "wages, hours, and other terms and conditions of employment." In higher education, a major distinction is made between *mandatory* and *permissive* subjects.

Secondary strike - A strike against an employer who uses or sells materials from a struck plant; differs from a *sympathy strike* in that there is a business connection between the employers involved in the initial and the secondary strikes.

Senate, Faculty - *Governance* structure whereby faculty deliberate and make recommendations to the president and/or trustees over matters of academic policy, personnel policies, budget and related matters. Also called University Senate when administrators and students are included along with teaching faculty.

Seniority - Length of service in a college, often defined as departmental and/or university-wide.

Seniority - Absolute or Qualified - Provision in collective bargaining agreement which modifies seniority from one with no limits (absolute) to one where seniority "shall be a factor where all other things are equal" or where seniority "shall be considered where the applicant is qualified."

Separability clause, see *Savings clause*.

Settlement agreement - Terms agreed upon in the settlement of charges before the NLRB without a formal hearing, decision and order. To be binding, such agreements must have the consent of the NLRB.

Severance pay - A lump sum paid to a worker who has been permanently separated from the job due to reduction of work force, the elimination of certain job classifications, or any reason for which the worker is not responsible.

Showing of interest - The support a union must show among employees in bargaining unit before NLRB will process union's election petition. The Board requires a union seeking a representation election to make a showing of interest among 30 percent of the employees in the bargaining unit.

Standard agreement - A collective agreement prepared by the national union for use by its locals. The purpose of a standard agreement is to relieve the locals of the task of drafting their own agreements while promoting the standardization of working conditions throughout the industry.

Step system increase - Mechanism for determining future salary increases. Base salary is fixed for the first year in each rank, with a specified increase for each subsequent year in that rank. An automatic increment for promotion in rank can be built into system.

Strike - Concerted cessation of work as a form of economic pressure by employees, usually organized, to enforce acceptance of their terms. See also *Illegal Strike, Secondary Strike, Sympathy Strike, Wildcat Strike.*

Strike notice - Any type of notice that must be filed with a state or federal agency stating that negotiations have come to an impasse and a strike is pending.

Strike vote - Balloting or canvass on question of calling a strike.

Student employment - An issue in collective bargaining involving graduate students, for the most part, who may be engaged as teaching assistants and research assistants. They may or may not be included in the bargaining unit, and may or may not have rights under the collective agreement.

Subcontracting - Process whereby work normally assigned to or claimed by the bargaining unit is bid to outside firms or employers.

Submission - A submission, sometimes called a "stipulation" or an "agreement to arbitrate" is used where there is no previous agreement to arbitrate. Signed by both parties, it describes an existing dispute and often also names the arbitrator.

Sunshine bargaining, see *Goldfish bowl bargaining*.

Supervisor - As defined by the National Labor Relations Act: Any individual having authority in the interest of the employer to hire, transfer, suspend, layoff, recall, promote, discharge, assign, reward, or discipline other employees, or responsibility to direct them, to adjust their grievances or effectively recommend such action. Under most labor laws, supervisors may not be included in a bargaining unit with employees they supervise. In the *Yeshiva University* case, the Supreme Court held that faculty were supervisory personnel and therefore not entitled to bargaining rights under the NLRA, a decision that directly affects faculty in the private sector.

"Sweetheart" contract - A collective bargaining agreement reached where one party has "sold out" to the other for reasons not evident at the bargaining table. Often associated with company-run union.

Sympathy strike - A strike of workers who are not directly concerned with the matter in dispute but have participated in order to demonstrate worker solidarity and thus broaden the group pressure upon the employer against whom there is a strike for a specific cause.

"Tandem" wage increase - An increase automatically given a group of employees as the result of an increase negotiated with another group.

Taylor Law - The popular name of New York State's public employment collective bargaining statute, enacted in 1967.

Teaching load, see *Workload*.

Temporary employee - One who is employed for a short period of time and who, therefore, does not have seniority rights, tenure, or other privileges incident to permanent status.

Tenure - Long-term job security and salary rights given to a faculty member upon completion of a probationary period. Tenure may be granted at any time, though usually a specified period is indicated--e.g., three to six years--in which there must have been continuous service. Tenure protects from dismissal for all but gross violations of law, ethics or academic standards of behavior, but is no protection in some situations of *retrenchment* and *financial exigency*.

Tenure, Cyclical - An alternative form of tenure in which individuals are granted tenure under a multi-year arrangement during which time said individual can only be removed for cause.

Tenure, Early - Provision that allows applicant to apply for tenure prior to the statutory or contractual probationary time period.

Tenure, Instant - A term used to describe contract provisions by which a faculty member, from the moment of appointment, is protected from dismissal. Also often associated with senior administrative appointments.

Tenure portability - Provision allowing tenure to be transferred from one department, campus, school, college, university to another.

Tenured-in - A situation in which the high number of tenured faculty members prevents the appointment of new teachers.

Transfer - Refers to permanent reassignment from one department to another within the university in accord with the job description and individual's qualifications.

Trilogy (Steelworkers) Cases - 1) Steelworkers vs. Warrior and Gulf Navigation Co., 363 U.S. 593, (1959).
2) Steelworkers vs. American Mfg. Co., 363 U.S. 564, (1959).
3) Steelworkers vs. Enterprise Wheel & Car Corp., 363 U.S. 574, (1959).
Series of three U.S.S.C. decisions involving the issue of the scope of arbitration. Held in *Warrior and Gulf Navigation* a clause is arbitrable unless the collective bargaining agreement specifically excludes it from arbitration. In *American Mfg. Co.*, the court ruled that determinations as to grievances being frivolous and baseless were subjects properly before the arbitrator and not the courts. In *Enterprise Wheel & Car Corp.*, the court held that it was not the function of courts to determine if arbitration awards were founded on correct contractual interpretation and that only arbitrators could properly make that decision.

Trustees - Governing board of college or university, often appointed by governor or chief executive of political subdivision in case of public sector and by the corporation in private sector.

Tuition reimbursement - Plan providing reimbursement to faculty members for course work taken in conjunction with and related to teaching responsibility. May be for course taken at employee's institution in form of tuition waiver or an outside one. Also refers to plan whereby coverage is afforded to authorized dependents.

Umpire - A neutral outside person employed jointly by the union and the employer usually for a definite period of time, to whom final decision disputes over the interpretation or application of provisions of the agreement are referred. Although *arbitrator, impartial chairman,* referee, and umpire are sometimes used indiscriminately, the latter three are more commonly applied when such persons serve in a permanent capacity as distinguished from an arbitrator who is appointed to settle a particular dispute.

Unauthorized strike - A strike by employees contrary to the advice or without the consent of their union.

Unfair employment practice - Discrimination in employment based on race, color, religion, sex, national origin. Forbidden by federal and some state laws.

Unfair labor practice - Any action by the employer or employee organization that interferes with the exercising of the right to engage in organizational efforts and collective bargaining - a practice forbidden by the National Labor Relations Act and several state labor relations acts.

Union dues - Monthly sums paid by union members to their local unions. The amount of the dues is sometimes set by the international union, but more often by the local. See also *Dues checkoff*.

Union security clauses - Provisions in a collective bargaining agreement designed to protect the status of the employee organization. Some devices are *agency, closed, and union shops*, and *maintenance-of-membership* provisions.

Union shop - Arrangement with a union that allows employer to hire any employee, union or non-union, but the new employee must join the union within a specified time and remain a member in good standing.

Union steward - A union representative usually elected by the employees to help them with grievances and to convey information to union officials or administrators. The union or "shop" steward continues to work for the employer while handling union duties.

Unit determination - The determination of which individuals are to be represented by the faculty bargaining agent. Important issues in higher education are the inclusion in the faculty bargaining unit of non-teaching professionals, part-time faculty, and supervisory and managerial personnel; a further issue is the inclusion of multi-campus units and professional schools.

Up-or-out rule - A practice used by most universities and colleges under which faculty members denied tenure after a specified period are automatically denied reappointment. See *non-reappointment* and *probationary faculty*.

Vesting rights (vested rights) - Applicable to many pension or retirement plans. Refers to the pension rights which permit employees to terminate employment before attaining retirement age, but without forfeiting accrued pension financed through employer contributions.

Visiting professorship - Program providing for limited number of visiting or exchange professorships between institutions. Questions such as unit inclusion, economic compensation and terms and conditions of employment are a matter for negotiations.

Wage reopener - A clause in the contract allowing re-opening of negotiations on wages after a certain time, or dependent on certain conditions, even though the contract has not terminated.

Wagner Act, see National Labor Relations Act.

Walkout - Often a synonym for a strike; sometimes refers to a *wildcat strike.*

Wildcat strike - A work stoppage, usually spontaneous, by a group of organized employees without the authorization or approval of the employee organization.

Work jurisdiction - Right claimed by union under its charter to have its members and no others engaged in certain work. See *Jurisdictional dispute.*

Workload - Determination of faculty "productivity" is usually tied to maximum teaching load (classroom hours, class size, faculty-student ratio) plus additional standards relating to faculty office hours, research, service to academic community.

Yeshiva Decision - Ruling by the United States Supreme Court (444 U.S. 672 (1980)) that faculty share in the management of the university and are thereby excluded from coverage of the National Labor Relations Act. As of this writing, over forty "Yeshiva like cases" have been filed with the NLRB by institutions claiming that their faculty possess indicia of managerial authority and therefore, are not entitled to bargain under the NLRA.

Zipper clause - A contract provision that seeks to close all employment terms for the duration of the agreement by stating that the written document is "complete in itself" and "sets forth all terms and conditions" agreed upon by the parties. This has the opposite effect of a *past - practices clause.*

USEFUL SOURCES OF INFORMATION

ACBIS/PEER
Gateway I Bldg., Box 17230
Dulles International Airport
Washington, D. C. 20041

American Arbitration Association
140 West 51 Street
New York, New York 10020

American Association for Higher Education
One Dupont Circle, N.W., Suite 780
Washington, D. C. 20036

American Association of Community and Junior Colleges
One Dupont Circle, N.W., Suite 410
Washington, D. C. 20036

American Association of State Colleges and Universities
One Dupont Circle, N.W., Suite 700
Washington, D. C. 20036

American Association of University Professors
One Dupont Circle, N.W., Suite 500
Washington, D. C. 20036

American Council on Education
One Dupont Circle, N.W.
Washington, D. C. 20036

American Federation of Teachers
11 Dupont Circle, N.W., 5th Fl.
Washington, D. C. 20036

American Management Association
135 West 50 Street
New York, New York 10020

Association of American Universities
One Dupont Circle, N.W., Suite 730
Washington, D. C. 20036

Association of College and Research Libraries
American Library Association
50 East Huron Street, 3rd Fl.
Chicago, Illinois 60611

Association of Governing Boards of Universities and Colleges
One Dupont Circle, N.W., Suite 720
Washington, D. C. 20036

Association of Labor Relations Agencies
1215 Western Avenue
Albany, New York 12203

Bureau of National Affairs, Inc.
1231 - 25th Street, N.W.
Washington, D. C. 20037

Carnegie Commission on Higher Education
2150 Shattuck Avenue
Berkeley, California 94704

Center for the Study of Higher Education
Pennsylvania State University
University Park, Pennsylvania 16802

The Chronicle of Higher Education
1333 New Hampshire Avenue, N.W.
Suite 500
Washington, D. C. 20036

College and University Personnel Association
11 Dupont Circle, N.W., Suite 120
Washington, D. C. 20036

Commerce Clearinghouse
4025 West Peterson Avenue
Chicago, Illinois 60646

Education Commission of the States
1860 Lincoln Street
Denver, Colorado 80203

ERIC Clearinghouse on Higher Education
The George Washington University
One Dupont Circle, N.W., Suite 630
Washington, D. C. 20036

ERIC Clearinghouse for Junior Colleges
University of California
96 Powell Library Building
Los Angeles, California 90024

Faculty Unionism Project
Institute of Business and Economic Research
University of California
Berkeley, California 94720

Federal Mediation and Conciliation Service
U. S. Department of Labor Building
Third Street & Constitution Avenue
Washington, D. C. 20210

Industrial Relations Center
University of Hawaii
Honolulu, Hawaii 96822

Industrial Relations Research Association
Social Science Building
University of Wisconsin
Madison, Wisconsin 53706

Institute of Management and Labor Relations
Rutgers University
New Brunswick, New Jersey 08903

National Association of College and University Attorneys
One Dupont Circle, N.W., Suite 650
Washington, D. C. 20036

National Association of College and University Business Officers
One Dupont Circle, N.W., Suite 510
Washington, D. C. 20036

National Association of State Universities and Land Grant Colleges
One Dupont Circle, N.W.
Washington, D. C. 20036

National Center for Education Statistics
U.S. Department of Health, Education, and Welfare
Education Division
Washington, D. C. 20202

National Education Association
1201 16th Street, N.W.
Washington, D. C. 20036

National Labor Relations Board
Division of Information, Rm. 710
1717 Pennsylvania Avenue, N.W.
Washington, D. C. 20570

National Organization on Legal Problems of Education
825 Western Avenue
Topeka, Kansas 66606

Project on the Status and Education of Women
1818 R Street, N.W.
Washington, D. C. 20009

Public Employment Relations Boards
see State Department

Society of Professionals in Dispute Resolution
1730 Rhode Island Avenue, N.W.
Suite 509
Washington, D. C. 20036

Teachers Insurance & Annuity Association
730 Third Avenue
New York, New York 10017

United States Department of Labor
Bureau of Labor Statistics
441 G Street, N.W., Suite 2121
Washington, D. C. 20212

United States Department of Labor
Labor-Management Services Administration
200 Constitution Avenue, N.W.
Washington, D. C. 20216

ACRONYMS AND ABBREVIATIONS

AAA	-	American Arbitration Association
AAHE	-	American Association for Higher Education
AAJC	-	American Association of Junior Colleges
AAUP	-	American Association of University Professors
ABA	-	American Bar Association
ACBIS	-	Academic Collective Bargaining Information Service
ACE	-	American Council on Education
ACRL	-	Association of College & Research Libraries
AFGE	-	American Federation of Government Employees
AFL-CIO	-	American Federation of Labor - Congress of Industrial Organizations
AFSCME	-	American Federation of State, County and Municipal Employees
AFT	-	American Federation of Teachers
AHA	-	American Hospital Association
ALMA	-	Association of Labor Mediation Agencies
AMA	-	American Management Association
AUCC	-	Association of Universities and Colleges of Canada
BLS	-	Bureau of Labor Statistics
BNA	-	Bureau of National Affairs
CAUT	-	Canadian Association of University Teachers
CCHE	-	Carnegie Commission on Higher Education
CPI	-	Consumer Price Index
CSC	-	Civil Service Commission
ECS	-	Education Commission of the States
EEOC	-	Equal Employment Opportunity Commission
ERB	-	Employment Relations Board (Preceded by state's initials)
ERIC	-	Educational Resources Information Center
FEP	-	Fair Employment Practice
FLRC	-	Federal Labor Relations Council
FMCS	-	Federal Mediation and Conciliation Service
GERR	-	Government Employee Relations Report
LA	-	Labor Arbitration and Dispute Settlements (BNA)
LAIRS	-	Labor Agreement Information Retrieval System (Civil Service Commission)
LMRA	-	Labor Management Relations Act
LMRS	-	Labor Management Relations Service
LRR	-	Labor Relations Reporter (BNA)
NAA	-	National Academy of Arbitrators
NACUA	-	National Association of College and University Attorneys
NACUBO	-	National Association of College and University Business Officers
NCSCBHEP	-	National Center for the Study of Collective Bargaining in Higher Education and the Professions
NEA	-	National Education Association
NLRA	-	National Labor Relations Act
NLRB	-	National Labor Relations Board
OER	-	Office of Employee Relations
OFCC	-	Office of Federal Contract Compliance
OPEIU	-	Office and Professional Employees International Union
OSHA	-	Occupational Safety and Health Administration
PERB	-	Public Employment Relations Board
PERC	-	Public Employment Relations Commission
SFLRP	-	Society of Federal Labor Relations Professionals
SPIDR	-	Society of Professionals in Dispute Resolution
UFCT	-	United Federation of College Teachers
UFT	-	United Federation of Teachers

NATIONAL CENTER FOR THE STUDY OF COLLECTIVE
BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS
PUBLICATIONS: 1973-1981

PROCEEDINGS

Campus Bargaining in the Eighties, Proceedings Eighth Annual Conference, Apr. 1980	$15.00
Landmarks in Collective Bargaining in Higher Education, Proceedings Seventh Annual Conference, Apr. 1979	15.00
The Uniqueness of Collective Bargaining in Higher Education, Proceedings Sixth Annual Conference, Apr. 1978	8.00
Collective Bargaining and the Future of Higher Education, Proceedings Fifth Annual Conference, Apr. 1977	8.00
Collective Bargaining in Higher Education, Proceedings Fourth Annual Conference, Apr. 1976	7.00
Collective Bargaining in Higher Education, Proceedings Third Annual Conference, Apr. 1975	7.00
Collective Bargaining in Higher Education, Proceedings Second Annual Conference, Apr. 1974	5.00
Collective Bargaining in Higher Education, Proceedings First Annual Conference, Apr. 1973	5.00

BIBLIOGRAPHIES

Collective Bargaining in Higher Education: Annual Compilations	
1977-1979	10.00 (each)
1976	7.00
1974	5.00

NEWSLETTERS

Collective Bargaining in Higher Education: Analyses of Issues 5 issues/year	20.00

DIRECTORIES

Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education (Annual)	10.00
City University of New York Index, Digest and Tables of Arbitration and Court Cases, 1969-1974	25.00

BOOKS AND MONOGRAPHS

Mintz, Bernard — Living with Collective Bargaining: A Case Study of the City University of New York, 1979	7.95
Chandler, Margaret K. and Daniel J. Julius — Faculty vs. Administration: Rights issues in Academic Collective Bargaining, 1979	6.00
Douglas, Joel M. and Molly Garfin — Contract Development in Higher Education Faculty Collective Bargaining, 1980	20.00
Douglas, Joel M., Loren A. Krause and Leonard Winogora — Workload and Productivity Bargaining in Higher Education, 1980	6.00

Publications may be ordered from
National Center for the Study of Collective Bargaining in Higher Education
and the Professions, Baruch College, CUNY, 17 Lexington Avenue, Box 322
New York, New York 10010